

Board of Education Regular Meeting

February 24, 2026 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item	Chair Amanda Moore
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance will be led by 4th grade students Kherington Bryant and Izzy Brown at Northfield Elementary and Emery Bowker, a 2nd grade student at Salem Elementary.	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Amanda Moore
III. COMMUNICATIONS Information Item We successfully started the year with our Parent University events by partnering with MTSU to host family-focused activities. In January at MTSU’s Walker Library, families and students joined together and enjoyed a shared story time experience followed by an engaging scavenger hunt designed to build early literacy connections. It was wonderful to see families learning and exploring together. We are grateful for our continued partnership with Middle Tennessee State University this year as we work together to strengthen family engagement across our district. Several additional Parent University events are scheduled for this spring, with our next session taking place at the MTSU Dairy Farm. We would also like to recognize the community partners who help ensure our students have access to food through our Backpack Program and Food Pantry. Overall Creek Elementary led an outstanding schoolwide food drive this month, collecting a large number of snacks for our Backpack Program. This annual effort, organized by the school counselors, will allow us to fill hundreds of bags for students in need. We also appreciate the Murfreesboro Police Department for hosting a Mac and Cheese Drive this month to further support the program. Our Backpack program is successful due to the generosity of those who step up to support our students and families,we are thankful for every donation.	Mrs. Lisa Trail
A. Performance by Bradley Drama Club Procedural Item	Dr. Trey Duke
B. The Best of MCS-Michelle Harnish and Emily Weber Procedural Item	Dr. Trey Duke
C. Spotlight on Education-Introduction of Brandy Cheatham- Science/Social Studies Coordinator Procedural Item	Dr. Trey Duke
D. Public Comment Procedural Item	Chair Amanda Moore
E. Audit Report-Jobe Hastings Information Item	Dr. Trey Duke
IV. CONSENT ITEMS	Chair Amanda Moore

Consent Agenda	
A. Approval of 2-10-26 Board Minutes Consent Item	
B. Approval of Student Fees Consent Item	
C. Approval of Contract-IMSE Morphology Plus Training Consent Item	
D. Approval of Surplus Property Disposal Consent Item	
V. ACTION ITEMS Action Item	Chair Amanda Moore
A. Approval of Tenured Teachers Information Item	Dr. Trey Duke
B. Approval of Collaborative Conferencing MOU between MCS and Murfreesboro Education Association (PECCA) Action Item	Dr. Trey Duke
C. Approval of 2026-2027 PreK and 6th Grade Placements Action Item	Dr. Trey Duke
D. Approval of Contract/Budget Amendment-Finalsite Website Action Item	Dr. Trey Duke
E. Approval of Budget Amendment-AALN Action Item	Dr. Trey Duke
F. Approval of Budget Amendment-FY26 GP Attendance Support Action Item	Dr. Trey Duke
G. Approval of Revenue and Expenditure Report for November 2025 and December 2025 Action Item	Dr. Trey Duke
VI. REPORTS AND INFORMATION Information Item	Chair Amanda Moore
A. Enrollment (PTR) Report Information Item	Mr. Ken Rocha
B. Director's Update Information Item	Dr. Trey Duke
VII. OTHER BUSINESS Information Item	Chair Amanda Moore
VIII. ADJOURNMENT Action Item	Chair Amanda Moore

Agenda Item Title: FY25 Audit Report by Jobe Hastings & Associates

Board Meeting Date: February 24, 2026

Department: Finance

Presented by: Representatives from Jobe Hastings & Associates

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

Representatives from Jobe Hastings & Associates will be present to review the FY25 financial audit of district funds.

Staff Recommendation

No action needed

Fiscal Impact

Not Applicable

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.



JOB, HASTINGS & ASSOCIATES

Certified Public Accountants

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James R. Jobe, CPA
C. Jared Forrester, CPA, CSEP
Andrew J. Nickerson, CPA

December 9, 2025

Board of Education and
the Director of Schools
Murfreesboro City Schools
2552 South Church Street
Murfreesboro, TN 37127

We have audited the financial statements of the governmental activities, each major fund and the aggregate remaining fund information (except for the Internal School Fund which was audited by other auditors) of the Murfreesboro City Schools, a fund of the City of Murfreesboro, for the year ended June 30, 2025. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards and *Government Auditing Standards* and the Uniform Guidance, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated July 1, 2025. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Murfreesboro City Schools are described in Note A to the financial statements. As described in note A to the financial statements, the Murfreesboro City Schools changed accounting policies related to compensated absences by adopting Governmental Accounting Standards (GASB) Statement No. 101, "Compensated Absences" in the fiscal year ending June 30, 2025. Accordingly, the cumulative effect of the accounting change as of the beginning of the year is reported in the Statement of Revenues, Expenses and Changes in Fund Net Position as described in Note L to the financial statements. We noted no transactions entered into by Murfreesboro City Schools during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the Murfreesboro City Schools financial statements was:

Management's estimate of depreciation expense and net carrying value of capital assets is based on useful asset lives. We evaluated the methods, assumptions, and data used to develop the depreciation and net carrying value of capital assets in determining that it is reasonable in relation to the financial statements taken as a whole.

Management's estimate of accrued compensated absences is based on historical data for sick leave usage. Historical usage of sick leave was used to determine the amount of sick leave earned at year end that would be "more likely than not" to be used or paid out. We evaluated the methods, assumptions, and data to calculate the accrual in determining that it is reasonable in relation to the financial statements as a whole.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were:

The disclosure of the Murfreesboro City Schools' participation in the Tennessee Consolidated Retirement System's (TCRS) defined benefit plans due to the complexity of the disclosure and the magnitude of the pension liability to the financial statements. (Note E)

The disclosure of the Murfreesboro City Schools' participation in the TCRS's OPEB plans due to the complexity of the disclosure and the magnitude of the OPEB liability to the financial statements. (Note F)

The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements. In addition, none of the misstatements detected as a result of audit procedures and corrected by management are material, either individually or in the aggregate, to each opinion unit's financial statements taken as a whole.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated December 9, 2025.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Murfreesboro City Schools' financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Murfreesboro City Schools' auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters

We applied certain limited procedures to Management's Discussion and Analysis, Pension Data and OPEB data, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

We were engaged to report on combining nonmajor fund financial statements, the nonmajor fund budgetary schedules, Schedule of Debt Service Requirements by Fiscal Year, Schedule of Changes in Long-term Debt by Individual Issue and the Schedule of Expenditures of Federal Awards and Schedule of State Financial Assistance, which accompany the financial statements but are not RSI. With respect to this supplementary information, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

We were not engaged to report on the introductory section, which accompanies the financial statements but is not RSI. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

Board of Education and
the Director of Schools
Murfreesboro City Schools
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Restriction on Use

This information is intended solely for the information and use of Board of Education and the Director of Schools of the Murfreesboro City Schools, City Council of the City of Murfreesboro, management, and the State of Tennessee Office of the Comptroller and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

A handwritten signature in cursive script that reads "Jobe, Hastings + Associates". The signature is written in dark ink and is positioned above the printed name of the firm.

Certified Public Accountants

MINUTES

Board of Education Regular Meeting

February 10, 2026 6:00 PM

MCS Administrative Offices

I. CALL TO ORDER Procedural Item Present: Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mr. Jimmy Richardson III, Mr. David Settles, Absent: Mrs. Jeanette Price. In attendance: Dr. Trey Duke, Daniel Owens, Ken Rocha, Angela Fairchild, Sheri Arnette, Lisa Trail, Don Barch, Maria Johnson, Quinena Bell, Robin Newell, and Jeremy Lewis Assistant City Attorney Lauren Bush and City Liaison Bill Shacklett	Chair Amanda Moore
A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Ms. Quinena Bell, principal at Hobgood Elementary, and Dr. Jeremy Lewis, principal at Bradley Academy	
B. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 6, Nay: 0, Absent: 1	Chair Amanda Moore
III. COMMUNICATIONS Information Item	Chair Amanda Moore
A. TSBA Tennessee School Board Week January 25-31 Procedural Item Due to the cancellation of the January 27 board meeting, the Board was recognized during this meeting in celebration of TSBA School Board Appreciation Week. Schools across the district provided baskets of appreciation items to honor the Board for their continued support of the district.	Ms. Lisa Trail
B. Public Comment Procedural Item	Chair Amanda Moore
IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda. This motion, made by Mr. Butch Campbell and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1	Chair Amanda Moore
A. Approval of 1-13-26 Board Minutes Consent Item	
B. Personnel Report (November-January) Consent Item	
C. Approval of Student Fees Consent Item	
D. Approval of Additional One on One EA at Erma Siegel Elementary and Black Fox Elementary Consent Item	
E. Approval of Surplus Property Disposal Consent Item	

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February 10, 2026
Recorded by L. VanCleave

<p>V. ACTION ITEMS Action Item</p>	<p>Chair Amanda Moore</p>
<p>A. Approval of Board Policy 1.8011-Emergency Closings-First and Final Reading Action Item Motion to approve Board Policy 1.8011-Emergency Closings-First and Final Reading-the one other than the AD. This motion, made by Ms. Karen Dodd and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1 Dr. Duke presented two policies regarding Emergency Closings for the Board’s consideration. One policy restated the existing Administrative Directive into policy format. This language reflects the district’s long-standing practice of paying part-time employees for partial days if schools are closed for three or more days. The second policy draft was a newly drafted policy prepared by Mrs. Bush. Dr. Duke explained that the newly drafted policy provides base pay for part-time employees for any emergency school closing and treats part-time employees as we do full-time employees.</p> <p>Board Member Jimmy Richardson stated that he believed the Board has a moral responsibility not to penalize part-time employees during emergency closings and expressed that the Administrative Directive felt punitive. He added that the newly drafted policy more closely aligns with the Board’s values.</p> <p>Vice Chair Butch Campbell asked whether a budget amendment would be required if a significant number of missed days resulted in adding days to the end of the school calendar. Dr. Duke responded that a budget amendment would be necessary in that situation, but noted that the likelihood is very low due to built-in calendar contingencies. He explained that the current year’s calendar includes seven inclement weather days and that next year’s calendar will include nine days. He also noted that multiple options would be considered before adding days to the end of the calendar.</p> <p>Board Member Barbara Long stated that the district should always prioritize taking care of its employees.</p> <p>Following discussion, the Board voted to adopt the newly drafted Emergency Closings policy.</p>	<p>Ms. Lauren Bush</p>
<p>B. Approval of Open/Closed Zone Schools Action Item Motion to approve Open/Closed Zone Schools. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1</p>	<p>Dr. Trey Duke</p>
<p>C. Approval of 2026-2027 PreK and 6th Grade Placements Action Item Motion to approve 2026-2027 PreK and 6th Grade Placements. This motion, made by Mr. David Settles and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1 Motion to approve tabling this motion until the 2/24 Board meeting.. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 6, Nay: 0, Absent: 1 Dr. Duke explained that the document under consideration was the same document previously presented to the Board at the January workshop.</p> <p>Chair Amanda Moore noted that the Board had engaged in a thorough discussion on this topic during the workshop; however, since that time, several parents had contacted Board members regarding 6th grade placements. She acknowledged the parents present in the audience and thanked them for attending the meeting.</p>	<p>Dr. Trey Duke</p>

Chair Moore stated that if a change is being considered that would allow for parent choice, parents should be given adequate time to consider their options. She asked the Board whether additional time should be provided and how such a change would impact parent choice. She questioned whether this was an opportunity the Board wanted to offer parents to make a different decision.

Dr. Duke explained that, due to the timing of the proposed change within the school calendar, some families may have already lost placement opportunities at other schools. He added that the district has implemented similar changes three or four times in the past and that the February vote aligns with the district's standard timeline. He suggested that, moving forward, the timeline could be adjusted to address these concerns.

Dr. Duke further explained that if the Board elected not to move forward with the 6th grade Salem transition to Cason Lane Academy, it would be difficult at this time to determine whether there would be sufficient enrollment to support two 6th grade classrooms at Salem. He also reminded the Board of the need to ensure adequate capacity for anticipated growth from new housing developments adjacent to Salem Elementary.

Board Member David Settles asked when notices would be sent to parents if the Board chose to move forward. Dr. Duke responded that parents would be notified via email the following day, pending Board approval.

Dr. Duke explained that if the Board elected not to move Salem this year, adjustments would be made as growth occurs. He also stated that if the Board voted not to move Mitchell Neilson, the PreK changes would not be able to move forward.

Board Member Jimmy Richardson asked about the impact of tabling the agenda item in order to gather feedback from all affected parents to better understand the implications of the proposed change.

Dr. Duke responded that, if the Board chose to table the item, communication could be sent to MNE and Salem families by Thursday of that week to gather their intent regarding moving or staying. He stated that feedback data could be shared with the Board prior to the next meeting and formally presented at the next Board meeting.

Board Member Barbara Long emphasized the importance of considering what is in the best interest of students. She questioned whether it is educationally sound for 6th grade students to be divided into two classes of approximately fourteen students each. She also noted that students would be transitioning as a cohort with their peers to a new location and asked the Board to consider whether a change in environment would be detrimental or whether remaining with peers would provide stability.

Board Member David Settles expressed support for Mr. Richardson's recommendation, noting that it would allow parents an opportunity to provide input.

Dr. Duke concluded by stating that communication would be sent to the affected families later in the week requesting feedback within a one-week timeframe. He added that the survey would clearly distinguish between families' current intent and their intent if locations were changed. Dr. Duke stated that the feedback data, along with a recommendation, would be presented to the Board at the February 24 meeting.

D. Approval of Budget Amendment-FY26 Title III Immigrant Subgrant Award Action Item

Dr. Trey Duke

<p>Motion to approve Budget Amendment-FY26 Title III Immigrant Subgrant Award. This motion, made by Mr. Butch Campbell and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1</p>	
<p>E. Approval of Budget Amendment-FY26 Stronger Connections Grant Action Item Motion to approve Budget Amendment-FY26 Stronger Connections Grant. This motion, made by Mr. David Settles and seconded by Mr. Jimmy Richardson III, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>F. Approval of Budget Amendment-TN Tutoring Action Item Motion to approve Budget Amendment-TN Tutoring. This motion, made by Ms. Barbara Long and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>G. Approval of Amendment to Professional Services Agreement with Johnson & Bailey for Bradley Ceiling Renovations Action Item Motion to approve Amendment to Professional Services Agreement with Johnson & Bailey for Bradley Ceiling Renovations. This motion, made by Mr. David Settles and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>H. Approval of Agreement with Johnson and Bailey for Roof Restoration Project at Scales Elementary Action Item Motion to approve Agreement with Johnson and Bailey for Roof Restoration Project at Scales Elementary. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1</p>	Dr. Trey Duke
<p>VI. REPORTS AND INFORMATION Information Item</p>	Chair Amanda Moore
<p>A. HR Update Information Item Dr. Maria Johnson provided the Board with an update on several Human Resources items.</p> <p>Dr. Johnson informed the Board that the Job Fair for certified staff is scheduled for Friday, February 20, from 4:00-6:30 p.m. at Salem Elementary School. She invited Board members to attend and meet prospective educators.</p> <p>Dr. Johnson also reported that the district is in the final stages of Collaborative Conferencing, with the drafted Memorandum of Understanding currently under legal review. She stated that the agreement will be presented to the Board at the February 24th board meeting.</p> <p>Dr. Duke commended Dr. Johnson for her work on organizing the Job Fair. He also recognized Dr. Johnson, Sheri Arnette, Ken Rocha, Angela Fairchild, and all members of the collaborative conferencing team for their efforts, noting his enthusiasm for the proposal that will be presented to the Board for consideration.</p>	Dr. Maria Johnson
<p>B. Summer School Update Information Item Sheri Arnette provided the Board with an update on Summer School plans. She reported that Summer School will be held June 1-26, Monday through Thursday, with Fridays designated as make-up days for third grade. Ms. Arnette stated that registration opened last Friday for all third-grade students and will open to all students on March 4. She further noted that more than</p>	Ms. Sheri Arnette

<p>100 teachers, 40 educational assistants, and seven administrators have already registered to participate.</p> <p>Ms. Arnette explained that the Summer School instructional day will run from 7:30 a.m. to 1:30 p.m., followed by STEAM Camp from 1:30 p.m. to 2:30 p.m. for kindergarten through second-grade students whose parents pick them up or for students who remain for ESP.</p> <p>She advised the Board that additional details regarding locations and paired schools are available in BOEConnect.</p> <p>Dr. Duke expressed appreciation to Felicia James, Sheri Arnette, and Becky Campbell for their work on Summer School planning. Ms. Arnette also noted that Dr. Bullard will serve as an administrator for Summer School.</p>	
<p>C. Legal Update Information Item</p> <p>Lauren Bush provided the Board with a legal update entitled <i>The Line of Legality</i>. She reviewed the legal requirements applicable when students with disabilities violate the district’s code of conduct.</p> <p>Her presentation addressed student discipline procedures, due process requirements, zero-tolerance conduct, and the manifestation determination review process.</p> <p>Following Ms. Bush’s presentation, Dr. Duke noted that the district has multiple options available when addressing these situations and that each case will be carefully evaluated. He stated that staff injury protections will be considered and that, if a teacher is uncomfortable due to a student inflicting harm, he and the appropriate staff members will be involved in the decision-making process. Dr. Duke emphasized that all voices will be heard in these discussions.</p> <p>Dr. Duke also advised Board members to contact Ms. Bush if they have any questions regarding the information presented during the training.</p>	Ms. Lauren Bush
<p>D. Director's Update Information Item</p> <p>During his update, Dr. Duke informed the Board that PreK registration opened on February 3 and is currently ongoing. He noted that an email was sent to staff on Friday regarding a change in PreK instructional hours. The previous schedule of 8:30 a.m. to 2:30 p.m. has been adjusted to 9:30 a.m. to 3:30 p.m. Dr. Duke explained that this change was made to align VPK and IPK service times, thereby strengthening and improving the overall PreK program.</p> <p>He shared that Ms. Arnette and Ms. Fairchild met with the affected teachers last week and reported no major concerns. Dr. Duke also commended Principal Robin Newell for her hard work in bringing the PreK program to where it needs to be.</p> <p>Dr. Duke further advised the Board that Friday will be a school-based planning day, with no school for students. Teachers will participate in training on that day.</p>	Dr. Trey Duke
<p>VII. OTHER BUSINESS Information Item</p> <p>Vice Chair Butch Campbell shared that he recently had the opportunity to speak with board members from other districts. He expressed his appreciation for the members of this Board and commented on the strong collaboration and positive working relationships among them.</p>	Chair Amanda Moore

<p>Board Member Jimmy Richardson informed the Board of an opportunity to donate stuffed animals to Juvenile Court. He noted that Board members may contact him for additional details.</p> <p>Board Member Barbara Long reminded the Board of the upcoming Excellence in Education Gala, scheduled for March 20 at Macca Villa in Lascassas.</p> <p>Chair Amanda Moore reminded the Board that this is the year the Board will again apply for Board of Distinction status. She reviewed the associated checklist with Board members and asked that they keep the requirements in mind as the application process moves forward.</p>	
<p>VIII. ADJOURNMENT Action Item Motion to adjourn 7:27. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 6, Nay: 0, Absent: 1 The meeting adjourned at 7:27 p.m.</p>	<p>Chair Amanda Moore</p>

Director of Schools

Agenda Item Title: Approval of Student Field Trip Fees

Board Meeting Date: February 24, 2026

Department: Finance

Presented by: Trey Duke, Director of Schools

Board Agenda Category:

- Consent Agenda
 - Action Item
 - Reports and Information
-

Summary

Board Policy 6.709 states that prior to the start of each school year, the Board, upon the recommendation of the principals and Director of Schools, shall approve all known student fees for the upcoming school year. Additional fees may be approved during the year as needed.

The Director of Schools is recommending the Board approve field trip fees of \$31 per student for 5th and 6th grade students from Discovery School to travel to Main Event in Murfreesboro, TN, on May 22, 2026.

Staff Recommendation

Recommending approval of student field trip fees of \$31 per 5th and 6th grade student at Discovery School to travel to Main Event.

Fiscal Impact

Field trips are paid for at the school level through student collection.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

Agenda Item Title: Institute for Multi-Sensory Education Morphology Plus Training Contract

Board Meeting Date: February 24, 2026

Department: Curriculum and Instruction

Presented by: Sheri Arnette

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

MCS is requesting Board approval of the contract with the Institute for Multi-Sensory Education (IMSE) to provide Morphology Plus professional development training for tutoring staff serving grades 3-5. The 30-hour in-person training will occur March 18-20 and May 7-8, 2026, and is designed to strengthen teacher knowledge in morphology, vocabulary, fluency, and comprehension. The total cost of the training is \$41,100. This contract will be funded through the Tennessee Department of Education Early Literacy Tutoring Grant. The total award amount of the grant is \$74,600.

Staff Recommendation

Approve the IMSE Morphology Plus Training Contract

Fiscal Impact

The cost of the IMSE training is \$41,100 and will be fully funded through the Early Literacy Tutoring Grant

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.



Contract Agreement

This contract, agreed to on January 30, 2026, is between IMSE, whose address is 2000 Town Center, Suite 2000, Southfield, MI 48075, and the Murfreesboro City Schools, whose address is 2552 South Church Street, Murfreesboro, TN 37127.

Morphology Plus (30-hour)

A thorough, engaging and session designed for teachers who teach third grade through fifth grade and any grade whose students require intervention in fluency, vocabulary, and comprehension. Teachers will gain a deep understanding of the role morphology plays in spelling and vocabulary. Teachers will also gain understanding of how to implement fluency and comprehension.

Teachers will receive training with respect to:

- Advanced understanding of Morphemes
- Lesson planning
- Greek and Latin Bases
- Vocabulary
- Fluency
- Comprehension



Materials Provided by IMSE:

- *Morphology Plus Manual by IMSE*
- *Morphology Teacher Guides (4) by IMSE*
- *Morphology Plus Student Passages (3 PDFs) by IMSE*
- *The Comprehension Blueprint by Nancy Hennessey*
- *Vocabulary Handbook by Linda Diamond and Linda Gutlohn*
- *IMSE Morpheme Card Pack*
- *Morphology Plus Practice Packet*
- *Procedural Routine Flip Chart*
- *Dry-Erase Paddle Board*
- *IMSE's Writing and Grammar Manual, practice packet, and webinar*
- *IMSE's Asynchronous Video for Encoding and Decoding Red Words*
- *Digital copy of Spelling 3rd Grade Plus Teachers Guide*

Participants will need to bring the following supplies to the first day of training:

- Highlighters: yellow, green, purple, pink, blue
- Sticky notes
- Scissors
- Computer, smartphone, or iPad to look up research

****The hosting School/District should provide box cutters at the training location for the instructor to open their boxes***

Unless expressly authorized by IMSE in writing, in no event shall all or any part of the training be videotaped or recorded.

Training Cost

The minimum number of participants is 10.

For in-person training, the maximum number of participants is 64.

<i>10-29 participants per person rate</i>	<i>30-64 participants per person rate</i>
\$1,350	\$1,275

Instructor In-Person Fee: \$4,000 + \$2,000 for split dates. Total: \$6,000

The per-person rate includes tuition, materials and shipping. The instructor travel fee is a separate expense. Materials are provided only for participants attending the training dates listed on the last page of the agreement. The district will be billed according to the above schedule.

Unused Supplies

Districts can use any complete training kits by registering teachers for virtual training within 3 months of the last scheduled day of the district's training. Contact your IMSE Representative to register a participant for training.

The new participant will receive a voucher to attend a future IMSE Training. The district will incur a re-registration fee of \$200/participant.

Confirmation of Training

IMSE requires the following no less than **45 days** before the scheduled training date.

- Signed contract
- Purchase Order
- Completed Logistics Form
- List of participants' names, emails and grade-level training supply kit choice
- Confirmed final numbers

The district's training date(s) is not guaranteed until these documents are completed. In the event that the participant count does not meet the minimum, the training is subject to cancellation.

Cancellation Policy

IMSE requires a \$2,500 cancellation fee if the School or District cancels or reschedules the training within 45 days or less of the training start date.

Effective March 20, 2025, IMSE is implementing a revised cancellation policy to better support our valued school partners. We understand that unforeseen funding cuts can disrupt planned professional development initiatives. As a gesture of goodwill, IMSE will waive all cancellation fees for trainings that must be canceled due to budget constraints.

We kindly request that you notify us of any cancellations due to funding cuts as soon as possible. We would appreciate a 45-day notice period to facilitate rescheduling and resource allocation. Please communicate any changes in your training plans promptly to ensure a smooth and collaborative experience.

IMSE remains committed to providing high-quality professional development opportunities for educators. We value our partnerships with schools and strive to be flexible and accommodating in the face of unexpected challenges. If you have any questions or concerns regarding this policy update, please don't hesitate to contact us.

Express Shipping Fees

IMSE will prepare and ship training materials based on the agreed number of participants provided at least 45 days before the start date. Additional participants are welcome; however, IMSE must be notified no less than 15 business days before the training start date, or express processing /shipping fees shall apply. The district will be charged \$100 per extra added participant kit if it is **15** business days or less before the training date.

A valid purchase order (new or revised) is required in order to ship any additional training kits for added participants.

Make-Up Policy

Participants are only eligible to get up to 6 hours (two videos) of digital makeup days for \$100.

Participants will not be allowed to make up more than 6 hours via video, any missed day beyond one will incur a \$150 fee per day.

They can only make up a day live if they pay a \$150 fee (per day).

The Institute for Multi-Sensory Education reserves the right to cancel. If IMSE must cancel, 100% of the training fee will be refunded.

While IMSE makes every effort to conduct professional learning events on the advertised dates and locations, they are subject to change without prior notice. IMSE reserves the right to change or cancel a professional development event due to low enrollment or factors beyond our control. We will attempt to notify registrants to limit customer inconvenience, but we are not liable for any expenses incurred.

Intellectual Property

IMSE provides various training and related materials, supplements, information, quizzes, tests, questions, articles, and other information, including, but not limited to, *Morphology Plus Manual*, *Morphology Plus Teacher Guides*, and *Morpheme Card Pack* (the "Materials"). IMSE authorizes the School/School District to utilize the Materials in connection with the training and for use in the classroom only.

Unless expressly authorized by IMSE, the Materials shall not be copied or reproduced in any fashion. Further, the School/School District shall not modify the Materials in any way or reproduce, share, distribute or utilize them to perform unauthorized trainings.

The School/School District acknowledges that IMSE owns certain trademarks and copyrights hereinafter referred to as the "Intellectual Property."

The Intellectual Property includes all trademark registrations and unregistered trademark usages of IMSE, Reading Venture One LLC, INSTITUTE FOR MULTI-SENSORY EDUCATION, SENSATIONAL SAND, SEE HEAR FEEL THE DIFFERENCE including both word mark and design applications and other certain brands, trademarks and services marks owned and used by IMSE.

The Intellectual Property further includes all copyrights, both registered and unregistered, owned and used by IMSE, any non-registered copyrights in the Materials, any and all authorized or unauthorized video and audio recording created by the School/School District discussing the Materials and any and all authorized or unauthorized modified Materials produced by the School/School District.

IMSE shall have and shall retain ownership of all right, title and interest in and to Materials and Intellectual Property enumerated herein.

Unless expressly indicated otherwise herein by IMSE, even if the School/School District has previously obtained IMSE's written permission to use any Materials, the School/School District agrees to obtain written consent each time before using the Materials enumerated above.

Except as expressly stated herein, the School/School District acknowledges that it has no right, title, or interest of any kind on any legal basis in or to the Materials or the Intellectual Property enumerated above.

Upon termination of this agreement, the School/School District agrees to immediately return to IMSE any printed and/or recorded Materials and/or Intellectual Property that the School/School District may have in its possession or control.

Indemnification of IMSE

The School/School District, and its successors and assigns shall indemnify and hold harmless IMSE and its members, managers, managing directors, directors, officers, agents, representatives, employees, affiliates, subsidiaries, successors, heirs and assigns from and against any and all claims, liabilities, losses, costs or expenses, including but not limited to actual attorney fees and related costs and expenses, and damages, whether known or unknown, joint or several, incurred by such parties and related to or arising in any manner whatsoever from the performance of this engagement.

IMSE may, but is not required, to engage at the expense of the School/School District separate counsel of our choice in connection with any legal matter to which this indemnification may relate.

Limitation of Liability

IMSE and any of its members, managers, managing directors, directors, officers, agents, representatives, employees, affiliates, subsidiaries, successors, heirs and assigns shall not be liable for any loss or damage except as is a direct result of IMSE's intentional breach of any material provision of this engagement or willful misconduct. In no case shall IMSE be liable for special, incidental, consequential, punitive or exemplary damages, including lost profits or lost savings, whether or not such are foreseeable or IMSE has been advised of the possibility of such damage. IMSE's liability, if any, under or in relation to this engagement and the services hereunder will be limited to the amount of payment actually received by IMSE in relation to this engagement.

It is understood and agreed that each of the parties hereto is an independent contractor and that neither party is, nor will be considered to be an agent, distributor, partner, fiduciary, or representative of the other. Except as authorized herein, neither party will act or represent itself, directly or by implication, in any such capacity in respect of the other or in any manner assume or create any obligation on behalf of, or in the name of, the other.

Confidentiality

The School/School District shall keep all Materials confidential, and shall not sell, publicize, upload, video record, audio record, loan, rent, giveaway, describe, summarize, or otherwise reveal the Materials or their contents, to any other person or entity. Any breach of these terms automatically terminates your authorized use of the Materials and may be subject to further action.

Severability

If any portion of this agreement is determined to be invalid or unenforceable, the parties agree that the remainder of this agreement will be valid and enforceable.

Entire Agreement

This agreement represents the entire understanding of the parties relating to the engagement and may not be amended or modified in any respect except in writing signed by the parties.

Governing Law

This agreement will be interpreted and construed under the laws of the State of Michigan. The parties further agree that in the event of a dispute regarding this engagement or under this agreement, jurisdiction will be in the United States District Court for the Eastern District of Michigan or the Circuit Court for the County of Oakland. IN ADDITION, THE PARTIES HERETO IRREVOCABLY WAIVE THE RIGHT TO TRIAL BY JURY IN ANY ACTION, PROCEEDING OR CLAIM ARISING OUT OF OR RELATING TO THIS AGREEMENT.

Suspension and Debarment

By signing this agreement, IMSE certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction nor from federal financial or non-financial assistance, nor are any of the participants involved in the execution of this agreement suspended, debarred, or voluntarily excluded by any federal department or agency in accordance with Executive Order 12549 (Debarment and Suspension) and CFR 44 Part 17, or are on the disbarred vendors list at www.epls.gov. Further, IMSE agrees to notify Agency by certified mail should it or any of its agents become debarred, suspended or voluntarily excluded during the term of this agreement.

Attorney Fees

If any action or proceeding is instituted to enforce or interpret this agreement, the party prevailing in such proceeding will recover its actual attorneys' fees and related costs and expenses from the other party.

Notices

All notices required or permitted to be delivered under this agreement will be sent, if to IMSE or the School/School District, at the addresses set forth in this agreement or to such other name or address as may be given in writing to the other party. All notices under this agreement will be sufficient if delivered by electronic mail or overnight mail.

Dates of the In-Person Morphology+ Training are:
March 18, 19, 20, May 7, 8, 2026
Daily Times 8:00 AM - 3:30 PM to include lunch and breaks
in Murfreesboro, TN
30 contact hours

Please sign and return the contract and the school purchase order as soon as possible to:

Email: jessie@imse.com

Signatures below indicate acceptance of the terms outlined in this contract agreement.

Date: _____ Signed: _____

Name: _____

Date: _____ Signed: _____

Name: Jessica Brandon, IMSE Sales Coordinator

**ADDENDUM TO
CONTRACT AGREEMENT BETWEEN
INSTITUTE FOR MULTI-SENSORY EDUCATION
AND MURFREESBORO CITY SCHOOLS**

This Addendum (“Addendum”) amends and supplements the Contract Agreement and all attachments, exhibits, incorporated documents, and any other physical or electronic writings referenced therein, including any click-through, clickwrap, shrink-wrap, or similar electronic agreements (collectively, the “Agreement”), entered into by and between the Institute for Multi-Sensory Education (“Contractor”), located at 2000 Town Center, Suite 2000, Southfield, MI 48075, and Murfreesboro City Schools (“District”), located at 2552 South Church Street, Murfreesboro, TN 37127. In consideration of using Contractor’s form agreement, the mutual promises set out herein, and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Agreement is amended as follows:

1. **Precedence.** Notwithstanding any other provision in the Agreement, the language in this Addendum takes precedence over all other terms, conditions, or language to the contrary or in conflict with the language herein, and the Agreement and this Addendum shall not be construed to create any ambiguity, it being the intent of the parties that this Addendum shall control.
2. **Grant Contract.** Contractor acknowledges that District has entered into a Grant Contract with the Tennessee Department of Education (“Grant Contract”) to provide Contractor’s services to District teachers. Contractor agrees that, to the extent applicable to the services performed under this Agreement, Contractor shall comply with all terms, conditions, requirements, certifications, representations, and assurances contained in the Grant Contract. Contractor further agrees to perform all services in a manner that enables District to remain in full compliance with the Grant Contract. In the event of a conflict between this Addendum, the Agreement, and the Grant Contract, the provisions of the Grant Contract shall control to the extent required for District’s compliance.
3. **Indemnity, Limitation of Liability and Disclaimer of Warranty.** Article II, Section 29 of the Tennessee Constitution prohibits local governments from lending their credit to private entities and, therefore, prohibits an agreement by District to indemnify a third party or agree to a limitation of liability provision. Any indemnity or hold harmless provision contained in the Agreement requiring District to indemnify or hold harmless Contractor or any other person or entity and any limitation of liability in favor of Contractor is deleted. No provision of this Agreement shall act or be deemed a waiver by District of any immunity, including its rights or privileges afforded by the Tennessee Constitution or state law including but not limited to any provision of the Tennessee Governmental Tort Liability Act, T.C.A. § 29-20-101 *et seq.* Because Tennessee law may not allow District to agree to the disclaimer of warranties any such disclaimer of warranties shall be enforceable only to the extent permitted by Tennessee law, and District reserves all rights afforded to local governments under law for all general and implied warranties.
4. **Confidentiality.** The Agreement is a public record, and it, along with all documents or materials, in any format, including, but not limited to, paper, electronic, or virtual, that are public records pursuant to the Tennessee Open Records Act, set out in T.C.A. § 10-7-503 *et seq.*, are not confidential and are subject to disclosure in whole or in part, without regard to any provision

contained in the Agreement declaring information confidential. Additionally, District must, upon proper request, release public documents and records as defined by T.C.A. § 10-7-503 *et seq.*, including, but not limited to, the Agreement and all records created and maintained related to the Agreement, without any requirement to disclose such request to Contractor or provide Contractor with notice or the time to obtain a protective order. District does not have the burden of establishing that information is not confidential information or that its release is authorized to release the records. This section 4 serves to meet such burden and authorization of disclosure.

5. **Governing Law.** The Agreement and the rights and obligations of the parties are governed by the laws of the state of Tennessee, without regard to its conflict of laws principles.

6. **Selection of Jurisdiction, Waiver of Jury Trial, Venue, Service of Process.** Pursuant to the Constitution and Laws of the State of Tennessee, District is a sovereign entity subject only to those courts with jurisdiction over District. If a dispute arises between the parties concerning any aspect of the Agreement, and it cannot be resolved by mutual agreement, any party may resort to resolution of the dispute by litigation in the state courts in Murfreesboro, Tennessee, or the Federal court for the Middle District of Tennessee. However, neither party shall be obligated to provide any type of pre-suit notice before initiating a cause of action. The parties waive their right to a jury trial. The parties hereby consent to the mandatory and exclusive venue and jurisdiction of the state court located in Murfreesboro, Tennessee, or the Federal court for the Middle District of Tennessee. Service of process on District shall comply with the Tennessee Rules of Civil Procedure or applicable federal rules, and District does not agree to any other service of process procedure.

7. **Responsibility for Litigation Costs, Expenses and Payment of Attorney's Fees.** Article II, Section 29 of the Tennessee Constitution prohibits local governments from lending their credit to private entities and, therefore, prohibits an agreement by District to indemnify a third party or agree to a limitation of liability provision. This prohibition extends to contractual provisions for the payment of attorney's fees. In the event of litigation between District and Contractor each party shall be solely and exclusively responsible for the payment of litigation costs, expenses and attorney's fees excepting those costs which may be awarded by a court of competent jurisdiction as specified by Tennessee law or applicable rules of civil procedure.

8. **Audit Rights and Records Access.** Contractor shall maintain complete and accurate records of all services performed and all expenditures incurred under this Agreement. Contractor agrees that such records shall be:

- 8.1. Maintained in accordance with generally accepted accounting principles and applicable governmental standards;
- 8.2. Retained for a period of five (5) years following final payment under this Agreement; and
- 8.3. Made available, upon reasonable notice and during normal business hours, to District, the Tennessee Department of Education, the Tennessee Comptroller of the Treasury, or their authorized representatives for purposes of inspection, monitoring, audit, or evaluation.
- 8.4. Contractor shall cooperate fully with any audit or monitoring review and shall provide copies of requested documentation at its own expense.

9. **Federal Lobbying Certification.** If this Agreement involves the use of federal funds, Contractor certifies that:

- 9.1. No federally appropriated funds have been paid or will be paid, by or on behalf of

Contractor, to any person for influencing or attempting to influence an officer or employee of any federal agency, a Member of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, grant, loan, or cooperative agreement.

- 9.2. If any funds other than federally appropriated funds have been paid or will be paid for such purposes, Contractor shall complete and submit Standard Form LLL (“Disclosure of Lobbying Activities”) as required by applicable federal law.
- 9.3. Contractor agrees that the substance of this certification shall be included in any lower-tier subcontracts funded in whole or in part with federal funds.

10. Debarment and Suspension. Contractor represents and warrants that neither it nor its principals:

- 10.1. Are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in federal or state transactions;
- 10.2. Have been convicted or had a civil judgment rendered against them within the preceding three (3) years for fraud or criminal offenses related to public contracts; and
- 10.3. Are presently indicted for or otherwise criminally or civilly charged with commission of any such offenses.
- 10.4. Contractor shall immediately notify District in writing if at any time during the term of this Agreement it becomes debarred, suspended, or otherwise ineligible to participate in state or federally funded programs.
- 10.5. District may immediately terminate this Agreement upon receipt of such notice.

11. Insurance and Proof of Coverage. Contractor shall maintain, at its own expense, insurance coverage of the types and in amounts customary for the services provided under this Agreement, including but not limited to:

- 11.1. Commercial General Liability
- 11.2. Workers’ Compensation (as required by law)
- 11.3. Professional Liability (if applicable)

Upon request by District or the State of Tennessee, Contractor shall provide certificates of insurance evidencing such coverage. Contractor acknowledges that the State of Tennessee reserves the right to request evidence of insurance related to services funded under the Grant Contract. Contractor agrees to promptly provide any documentation necessary for District to satisfy such request.

12. No Taxes. As a tax-exempt entity, District shall not be responsible for sales or use taxes incurred for products or services. District shall supply Contractor with its Sales and Use Tax Exemption Certificate upon Contractor’s request.

13. Amendment. This Addendum and the Agreement shall not be modified or altered other than by written agreement executed by both parties.

14. Survival. This Addendum shall survive the completion of or any termination of the Agreement or other document which may accompany the Agreement or be incorporated by reference.

15. No Presumption Against Drafter. This Addendum shall not be construed for or against

any party because that party or that party's legal representative drafted any of its provisions. Accordingly, this Addendum shall be construed without regard to the rule that ambiguities in a document are to be construed against the draftsman. No inferences shall be drawn from the fact that the final, duly executed Addendum differs in any respect from any previous draft hereof.

16. **Counterparts.** This Addendum may be executed in one or more counterparts by District and Contractor. If so executed, the signer shall deliver an original to the other party and the collective counterparts shall be treated as the fully executed document.

17. **Effective Date.** This Addendum shall be effective upon full execution by both parties and shall be deemed incorporated into and made part of the Agreement.

Institute for Multi-Sensory Education

Murfreesboro City Schools

Signature

Bobby N. Duke, III
Director of Schools

Date

Date

Approved as to form:

Lauren Bush, Assistant City Attorney

Agenda Item Title: Surplus Items

Board Meeting Date: February 24, 2026

Department: Finance and School Operations

Presented by: Trey Duke

Board Agenda Category:

- Consent Agenda
 - Action Item
 - Reports and Information
-

Summary

Board policy 2.403 defines surplus property as property no longer having an intended use by the school district and/or no longer capable of being used because of the property's condition. Policy 2.403 requires the Director of Schools/designee to prepare a list of unusable items for Board approval.

These items have been deemed surplus items and will be either sold or discarded based on board policy.

Staff Recommendation

Recommending approval of the surplus of the items specified within this packet.

Fiscal Impact

All unusable items shall be sold to the highest bidder after advertising in a newspaper of general circulation and online at least seven (7) days prior to the sale. Surplus property which has no value or has a value of less than five hundred dollars (\$500) may be disposed of without the necessity of bids pending appropriate approvals.

Connection to MCS's Five-Year Strategic Plan


- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)

- (1) Surplus property in local school systems which has no value or has a value less than five hundred dollars (\$500), may be disposed of without the necessity of bids as required by this section.
- (2) In order for such disposal without bids, the principal of the school with the surplus personal property, the superintendent of the local school system, and the chairman of the local board of education, all must agree in written form that the property is of no value or is of a value less than five hundred dollars (\$500).

COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
		<p style="font-size: 1.2em; color: blue;">Melinda Fee's old Lexmark M552 printer - Broken</p>			<p style="font-size: 1.5em; color: blue;">0</p>
<p style="font-size: 1.2em; color: blue;">Removed by Jesse Owens</p>					

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

Principal _____ School _____ Date _____

Supervisor Dena Thomas IPA Date 2/10/26

Assistant Superintendent of School Operations or Director of Technology _____ Date 2/13/26

Director of Schools Bobby Duke III Date 2/17/26

Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)

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EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Server	958847	Dell	R320	2V528Y1	\$0
Server	N/A	Dell	610	D3mHCP1	
Server	N/A	Apple		H094505W6HS	
Server	N/A	Dell	R1010	47Q1Nmi	
Server	N/A	Dell	R710	4mx0N1m1	

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

Principal _____ School _____ Date _____

Supervisor _____ Date _____

Paul Zarrow _____ Date 2/12/2026
 Assistant Superintendent of School Operations or Director of Technology

Blayne Ke _____ Date 2/16/26
 Director of Schools

Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

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EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Dell			SC 220	8MHW9Y1	\$0
Dell			SC220	8MHX9Y1	\$0
Dell			SC220	8MHV9Y1	\$0
Dell			SC220	8MGX9Y1	\$0
Dell			SC220	8MHY9Y1	\$0
Dell			R420	8KM28Y1	\$0
Dell			R610	D3LQCP1	\$0
Dell			R620	DXB8RV1	\$0
Dell			K2200S	8RZAFX1	\$0
Dell			K2200S	6XH48Y1	\$0
Dell			M1000E	6m8y9r1	\$0
Acer			AA500	222901.00294769210	\$0
				sq	

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

Principal _____ School _____ Date _____

Supervisor _____ Date _____

[Signature] _____ Date 2/12/2026
 Assistant Superintendent of School Operations or Director of Technology

[Signature] _____ Date 2/16/26
 Director of Schools

Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)

- (1) Surplus property in local school systems which has no value or has a value less than five hundred dollars (\$500), may be disposed of without the necessity of bids as required by this section.
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COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

Item Type	Make	Model	Serial #	Asset Tag	SERIAL #	VALUE
Chromebook	Dell	Chromebook 11 3180	djqsnq2	5890		
Chromebook	Dell	Chromebook 11 3180	9t3wmq2	5915		
Chromebook	Dell	Chromebook 11 3180	dp2tnq2	5886		
Chromebook	Dell	Chromebook 11 3180	2hqsnq2	5888		
Chromebook	Dell	Chromebook 11 3180	hm2tnq2	5891		
Chromebook	Dell	Chromebook 11 3180	g1ksnq2	5887		
Chromebook	Dell	Chromebook 11 3180	92xsnq2	5883		
Chromebook	Dell	Chromebook 11 3180	7j2tnq2	5889		
Chromebook	Dell	Chromebook 11 3180	6n2tnq2	5884		

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

 School Reeves-Rogers Date 2/2/26
Principal

Supervisor Date _____

 Date 2/9/2026
Assistant Superintendent of School Operations or Director of Technology

 Date 2/16/26
Director of Schools

Board Chairman Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___


Notes on Disposal Method:

Signature: _____ Date: _____

 Outlook

Reeves Disposal

From Doug Burks <Doug.Burks@cityschools.net>
Date Mon 2/2/2026 12:48 PM
To Diana Stacey <Diana.Stacey@cityschools.net>
Cc Daxton Patrick <Daxton.Patrick@cityschools.net>

 2 attachments (139 KB)
BLANKDISPOSALFORM REV2024.pdf; Reeves Disposal Form - 2-2-26.pdf;

Diana,

Attached is a list of Reeves purchased Chromebooks that are ready to be disposed. You can print both documents and attached them.

Doug Burks
Technology
Murfreesboro City Schools

SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)


- (1) Surplus property in local school systems which has no value or has a value less than five hundred dollars (\$500), may be disposed of without the necessity of bids as required by this section.
- (2) In order for such disposal without bids, the principal of the school with the surplus personal property, the superintendent of the local school system, and the chairman of the local board of education, all must agree in written form that the property is of no value or is of a value less than five hundred dollars (\$500).

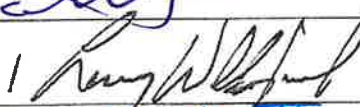
COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.


EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Service Van (Sp)	4636-GB	Ford	Econoline	1FTNE24W76DA7362	< \$250.00
Service Van (17)	5329-GD	Ford	Econoline	1FTNE24L54HA3544	< \$250.00
Service Van (18)	GZ-9717	Ford	Econoline	1FTNE24W06DA8847	< \$250.00

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

School 910 Ridgely RD. Date 02.09.26

Principal  Date 2/9/26

Supervisor Larry Willeford  Date February 9 2026

Director of School  Date 2/10/26

Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

Year: 2006

Make: Ford

Model: E250

Engine: V8

Transmission: Automatic

VIN #: 1FTNE24W76DA73627

Miles: 163,922

Body Style & Doors: Panel van, rear barn doors with glass, side barn doors without glass.

Vinyl Interior, manual door locks, manual windows, AM/FM Radio

Starts and runs, has an ABS and Brake light on the dash.

Has a safety partition, HVAC style equipment inside, and a ladder rack installed - I'm not sure if we pull these off or not.





6

Safety is #1
615-893-0120

Murfreesboro
City Schools

E250

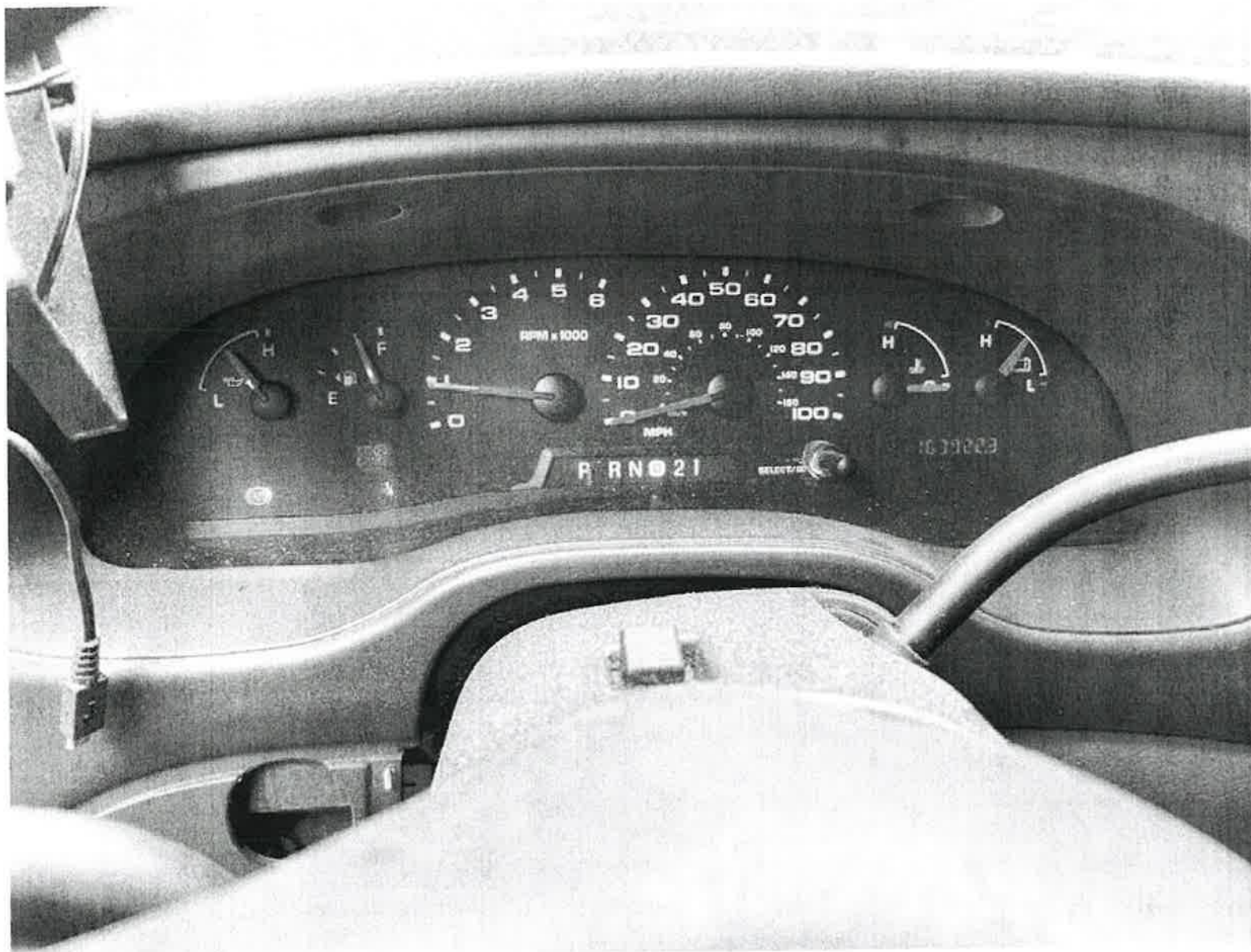
TENNESSEE
4636-GB
Govt. Service



U-HAUL







Year: 2006

Make: Ford

Model: E250

Engine: V8

Transmission: Automatic

VIN #: 1FTNE24W06DA88471

Miles: 219,296 (still in service, will go up)

Body Style & Doors: Panel van, rear barn doors with glass, side barn doors with glass.

Vinyl Interior, manual door locks, manual windows, AM/FM Radio

Starts and runs, no warning lights.



18

Ford

Eschimo







18

Murfreesboro

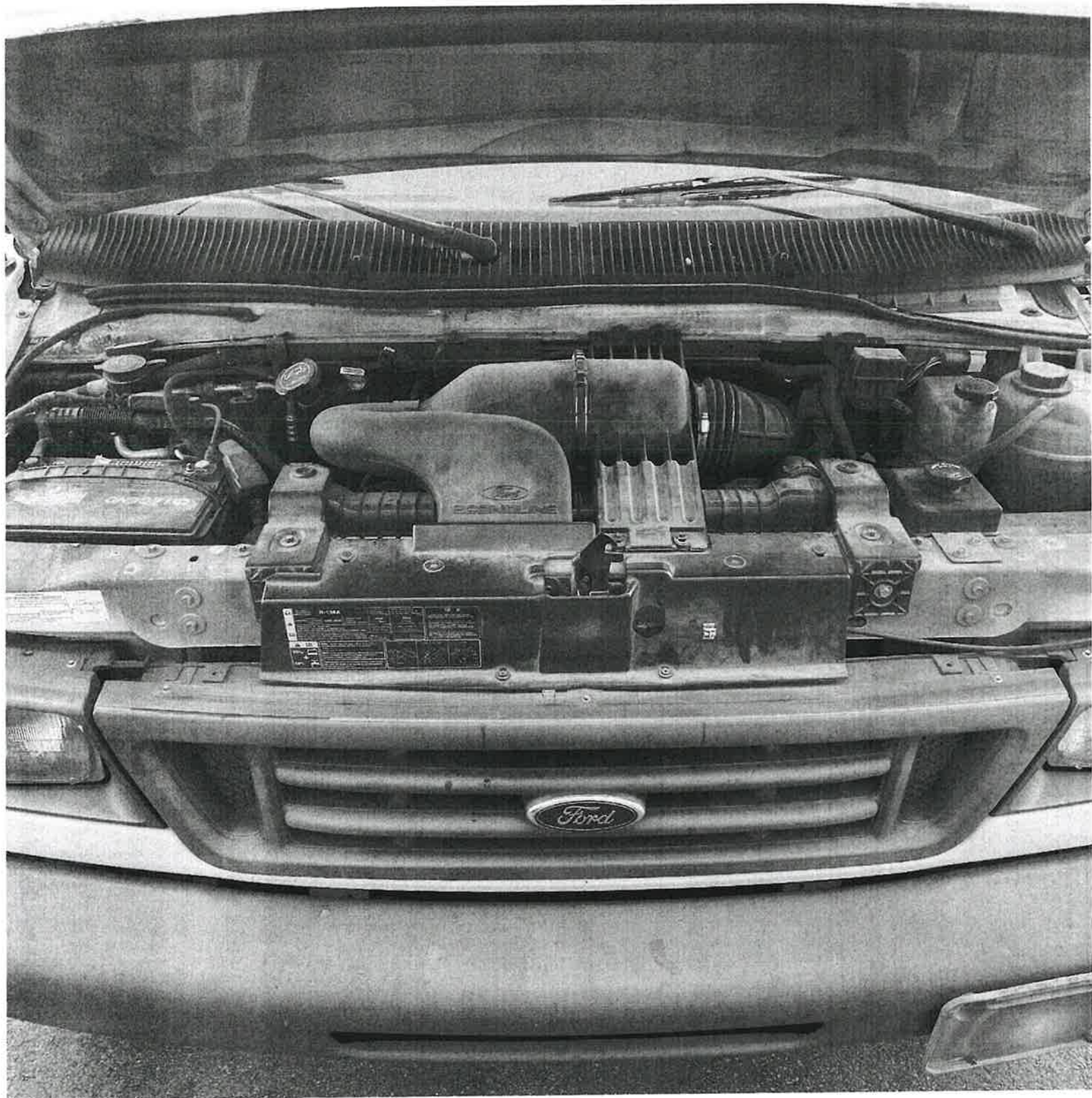
E250

Safety is #1
615-893-0120

TENNESSEE
GZ-9719
Govt. Service

CRAIG







R R N 21

2192963

SELECT/SEC

RPM x 1000

MPH

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Year: 2004

Make: Ford

Model: E250

Engine: V8

Transmission: Automatic

VIN #: 1FTNE24L54HA35440

Miles: 115,942

Body Style & Doors: Panel van, rear barn doors with glass, side barn doors without glass.

Vinyl Interior, manual door locks, manual windows, AM/FM Radio

Starts and runs, no warning lights.

Has a safety partition, HVAC style equipment inside, and a ladder rack installed - I'm not sure if we pull these off or not.





17

17

Murfreesboro
City Schools



Black Fox Elementary - Bradley Academy - Cason Lane Academy - The Discovery School at Bellwood - Erma Siegel Elementary
Hobgood Elementary - John Pittard Elementary - Mitchell-Neilson Schools - Northfield Elementary
Overall Creek Elementary - Reeves-Rogers Elementary - Salem Elementary - Scales Elementary





SURPLUS PROPERTY DISPOSAL FORM (SPDF)

Based on Tenn. Code Ann. § 49-6-2007(d)

- (1) Surplus property in local school systems which has no value or has a value less than five hundred dollars (\$500), may be disposed of without the necessity of bids as required by this section.
- (2) In order for such disposal without bids, the principal of the school with the surplus personal property, the superintendent of the local school system, and the chairman of the local board of education, all must agree in written form that the property is of no value or is of a value less than five hundred dollars (\$500).

COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

2X

EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
8 th Fleetside Truck Bed (vin)	54576	FORD	F250 Bed	-	\$ 500 ⁰⁰
Bed was removed to install utility Service bed.					
Both Brand New - Good deals Removed for utility beds					

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

Principal _____ School _____ Date _____
 Supervisor *[Signature]* Date 2-18-26
 Director of Schools *[Signature]* Date 2/17/26
 Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

Dena Thomas

From: Adam Grisz
Sent: Wednesday, February 18, 2026 2:38 PM
To: Dena Thomas
Cc: Don Bartch; Brandon Richardson
Subject: 2026 Ford F250 Bed - Govdeals
Attachments: IMG_0258.jpeg; IMG_0259.jpeg; IMG_0260.jpeg; IMG_0261.jpeg

Hi Dena,

I've attached some photos of the pickup bed.

2026 Ford F250 Super Duty pickup truck bed, white paint, 8' bed length. Includes rear bumper and mounting hardware.

It's at 910 Ridgely on a trailer.

Please list that the buyers need to bring help or lifting equipment. In my opinion we should not get involved with moving this truck bed due to the size and damage risk. If it's damaged, they'll probably make it a problem. I'll leave that decision to you all though.

Best regards,

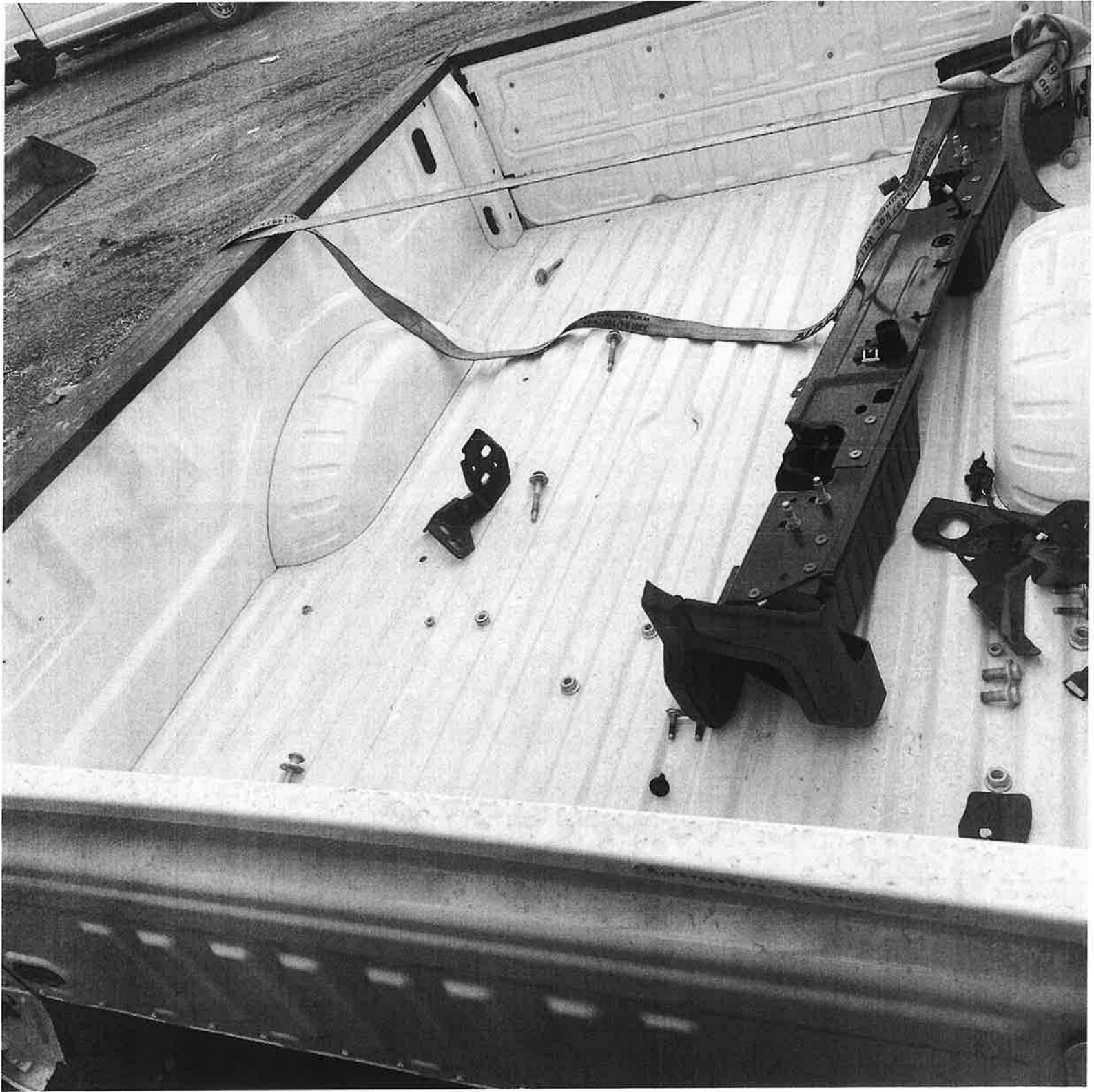
Adam F. Grisz | Warehouse Foreman

Murfreesboro City Schools
2552 South Church Street | Murfreesboro, TN | 37127
e: adam.grisz@cityschools.net

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SURPLUS PROPERTY DISPOSAL FORM (SPDF)

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COMPLETE ALL INFORMATION. A PHOTOGRAPH OF THE ITEMS LISTED BELOW MUST BE ATTACHED. SUBMIT SIGNED ORIGINALS WITH PHOTO TO INVENTORY CONTROL. YOUR SCHOOL OR FACILITY WILL BE CONTACTED CONCERNING DISPOSAL METHOD.

EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
2001 Van Ford		old ATLAS	VAN	VIN# 7858	<500.00
		Not running - Bad condition			

In accordance with Tenn. Code Ann. § 49-6-2007(d)(1) and (d)(2), we the undersigned, authorize disposal of the items listed above.

School _____ Date _____

Principal Dena Thomas FA Date 2/3/26

Supervisor D. B. [Signature] Date 2/3/26

Assistant Superintendent of School Operations or Director of Technology Bobby W. Duke III Date 2/3/26

Director of Schools _____ Date _____

Board Chairman _____ Date _____

For inventory control use: copy to central office receiving ___/___/___; copy to principal or supervisor ___/___/___; copy to inventory control ___/___/___; copy to vendor ___/___/___

Notes on Disposal Method:

Signature: _____ Date: _____

Agenda Item Title: Tenure for Qualifying Teachers

Board Meeting Date: February 24, 2026

Department: Human Resources

Presented by: Trey Duke

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Summary

The employees listed below, who are in a position for which a teaching license is required, have met all of the requirements to attain tenure under TCA 49-5 -503 and board policy 5.117. These employees have completed the required number of years with Murfreesboro City Schools and have obtained an overall performance effectiveness level of “above expectations” or “significantly above expectations” for the last two consecutive years.

Staff Recommendation

Approval of tenure for identified employees.

Fiscal Impact

No fiscal impact

Connection to MCS’s Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success

February 2026 Tenure Eligible Employees

HAWKINS, SHELBY R	BLACK FOX
BARRETT, MACY E	BRADLEY
DUPES, MARINA J	BRADLEY
MUSHAMBA, ASHLEY	BRADLEY
VAN HORN, SARAH L	BRADLEY
PHILLIPS, ANNA BETH	CASON LANE PK
HILL, MARYAM	CENTRAL OFFICE
BULLARD, CAITLIN E	DISCOVERY
WHITEFIELD, LEE	DISTRICT WIDE
BEGGIN, DARINKA A	ERMA SIEGEL
CLEMMONS, MORGAN D	ERMA SIEGEL
FRIEDMAN, RACHEL A	ERMA SIEGEL
MCBETH, JESSICA	ERMA SIEGEL
MURPHREE, KRISTA N	ERMA SIEGEL
STAGGS, ALLEE	ERMA SIEGEL
THOMAS, EMILY	ERMA SIEGEL
DYKE, NICOLE M	HOBGOOD
FABBRI, SYDNEY C	HOBGOOD
NEAL, KIMBERLY P	HOBGOOD
HILL, HANNAH MARIE	OVERALL CREEK
HIGGS, CATHERINE REGAN	PITTARD
ALEXANDER, LYDIA A	REEVES ROGERS
MOORE, CHRISTINA L	REEVES ROGERS
ABBOTT, LUCIE	SALEM
DECKER, MEGAN S	SALEM
BRANSFORD, SARAH N	SCALES
O'LEARY, WHITNEY R	SCALES

Agenda Item Title: Memorandum of Understanding Between Murfreesboro City Schools Board of Education and Murfreesboro Education Association (PECCA)

Board Meeting Date: February 24, 2026

Department: Director of Schools

Presented by: Dr. Trey Duke

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

Pursuant to the Professional Educators Collaborative Conferencing Act (PECCA), Murfreesboro City Schools engaged in collaborative conferencing with the Murfreesboro Education Association, recognized as the “Professional Employees’ Organization” through confidential poll in November 2024. The attached Memorandum of Understanding formalizes agreements reached between the Board’s Management Team and the Association regarding association access, grievance procedures (which restate existing Board Policy 5.501 and AD 5.501.1), salaries and wages, facilities and safety, sick leave bank representation, teacher work hours, duty-free lunch and planning time in accordance with state law, personnel records access, and physical assault leave as governed by statute and Board policy. The agreement is effective for three (3) years upon Board approval.

Staff Recommendation

Approval of the Memorandum of Understanding between the Murfreesboro City Schools Board of Education and the Murfreesboro Education Association as presented.

Fiscal Impact

There is no additional fiscal impact.

Connection to MCS’s Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE MURFREESBORO CITY SCHOOLS BOARD OF EDUCATION

AND

THE PROFESSIONAL EMPLOYEES OF MURFREESBORO CITY SCHOOLS

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into this 24th of February 2026 by the Murfreesboro City Schools Board of Education (hereinafter referred to as “the Board”) and the representatives of the professional employees of the Murfreesboro City Schools Board of Education selected pursuant to the terms of Tennessee Code Annotated § 49-5-605.

The Board and the Professional Employees’ Organization acknowledge and agree to the following:

- A. The Board is a municipal school system of the State of Tennessee organized pursuant to Tennessee Code Annotated § 49-2-204, and is charged with the management and control of the municipal public school system within the geographical boundaries of the City of Murfreesboro in Tennessee. Except as expressly stated in this MOU, the Board retains all rights, powers, and authority granted by law;
- B. The “Professional Employees’ Organization” consists of educational employees of the Murfreesboro City Board of Education, as defined in Tennessee Code Annotated § 49-5-602(8);
- C. For the duration of this MOU, the Board hereby recognizes the Murfreesboro Education Association as the “Professional Employees’ Organization” (hereinafter, the “Association”) and as the exclusive designee for educator participants in collaborative conferencing pursuant to the terms of the Professional Educators Collaborative Conferencing Act of 2011 (“PECCA”), Tenn. Code Ann. § 49-5-601 *et seq.*, as determined by Murfreesboro City Schools professional educators through confidential poll conducted in compliance with PECCA;
- D. The Management Team and the Association have engaged in the process of collaborative conferencing pursuant to Tennessee Code Annotated § 49-5-602(2) and have reached an agreement as to the matters set out below;

- E. The parties desire to set out their agreement, as provided by law, in this Memorandum of Understanding;
- F. This Memorandum of Understanding shall not be effective until presented to and approved by the Murfreesboro City Board of Education as provided by law;
- G. This Memorandum of Understanding is subject to all applicable state and federal laws and Board policies.

NOW, THEREFORE, in consideration of the mutual promises and agreements herein contained and pursuant of the Professional Educators Collaborative Conferencing Act of 2011, Tennessee Code Annotated § 49-5-601, *et seq.*, the Board and the Professional Employees' Organization hereby record their agreement as follows:

I. ASSOCIATION ACCESS

The Association shall be permitted to hold monthly representative assembly meetings at institutional facilities with only members present, subject to availability and Board policy governing community use of facilities, but the Association shall not be charged a fee for such use.

In addition, the Association may have reasonable access before or after the instructional day to areas in which professional employees work, and may use institutional bulletin boards and mailboxes, as permitted by Board policy, for purposes consistent with the Professional Educators Collaborative Conferencing Act ("PECCA").

For purposes of electronic communication, the District shall annually provide the Association with a list of professional employees' District e-mail addresses, consistent with the Tennessee Public Records Act. The Association may use such information for Association-related communications.

II. GRIEVANCE PROCEDURE

This section is intended solely as a restatement and summary of the Board's existing grievance procedures set forth in Board Policy 5.501 and Administrative Directive (AD) 5.501.1. In the event of any conflict or inconsistency between this MOU and Board Policy 5.501 or AD 5.501.1, the Board policies and administrative directives shall control. Nothing in this MOU is intended to modify, expand, or limit any rights, obligations, or procedures established by Board policy or applicable law. Employees are directed to Board Policy 5.501 and AD 5.501.1 for the official and controlling grievance procedures. The Board agrees to provide notice to the Association President of any changes to Board Policy 5.501 or AD 5.501.1 during the term of this MOU and allow the Association President to provide feedback before any changes are made.

- A. In order for Human Resources to conduct a thorough investigation, an employee must file a grievance within thirty (30) calendar days of the date the employee knew, or should've known, of the circumstances that triggered the grievance. A complaint is an assertion by an employee that there has been a violation, misinterpretation, or inequitable application of system policies, regulation and procedures, existing laws, or other actions that adversely and directly affect the employee personally and their work. Employee complaints will be identified and corrected at the earliest possible time, and at the level where the alleged incident occurred or the alleged condition exists. Complaint processing should be viewed as a positive and constructive effort which seeks to establish the facts upon which the complaint is based so that a fair conclusion can be reached. Employees will not be discriminated against, nor will reprisal be attempted against an employee because they filed a complaint. Workdays shall be defined as the workdays of the grievant.
- B. **COMPLAINT PROCESS STEPS:** Complaints will be processed according to the step-by-step procedures outlined below:
- a. Filing a Complaint- An employee who wishes to avail themselves to this grievance procedure may do so by filing a complaint with the Human Resources Director, who will assign a complaint manager to investigate the complaint. The employee may request a complaint manager of the same sex. The Human Resources Director may assist the employee in filing a grievance.
 - b. Investigation- The complaint manager will investigate the complaint. The complaint and identity of the complainant will not be disclosed except (1) as required by law or this policy; or (2) as necessary to fully investigate the complaint; or (3) as authorized by the complainant. The complaint manager shall file a written report within five (5) days of the filing of the grievance of his or her findings with the Human Resources Director. If a complaint of sexual harassment contains allegations involving the Director of Schools, the written report shall be filed with the Board Chair.
 - c. Decision and Appeal- After receipt of the complaint manager's report, the Human Resources Director shall render a written decision within five (5) days of the receipt of the report; and that report shall be provided to the employee. If the employee is not satisfied with the decision, the employee may appeal the decision to the Director of Schools by making a written request to the complaint manager. The complaint manager shall be responsible for promptly forwarding all materials relative to the complaint and appeal to the Director of Schools. Thereafter, the Director shall, within thirty (30) days from the date the appeal was received, review the report and affirm, overrule or modify the decision and render a written

finding that shall be provided to the complainant. This grievance procedure shall not be construed to create an independent right to a hearing before the Director of Schools.

- C. **REPRESENTATION:** Throughout the grievance process, a grievant or aggrieved party may have the advice and assistance of a representative of their choosing, including a Professional Employee Organization representative if the employee is affiliated, in accordance with T.C.A. § 49-5-603. No teacher shall be required to discuss any grievance without representation, if the individual conducting the meeting regarding the grievance is informed by the grievant that representation is desired. Failure to have representation may not be used as a reason to exhaust time limits to file at the next level. Representation is the right of the teacher expressing the grievance, and they may either choose to be represented or to refrain from representation.

III. SALARIES AND WAGES

All Teachers shall be paid in accordance with local salary schedule.

IV. FACILITIES AND SAFETY

The Board shall provide a clean, orderly, and functioning classroom which shall include chalk boards/writing boards, restrooms, sink, overhead lights, floor, windows, and woodwork. To assure desirable health standards, these conditions will be maintained throughout the school year

Murfreesboro City Schools will strive to keep the building environmentally safe for all occupants based on all Federal and State guidelines and standards.

After rainstorms or snow events, Murfreesboro City Schools will follow established procedures to inspect each school for tree damage, access issues, and ice. Any issues found will be addressed accordingly.

A. CLASSROOM ACCESS PRIOR TO SCHOOL YEAR

When possible, Murfreesboro City Schools shall provide teachers with access to their classrooms no later than one (1) week prior to the first in-service day of the school year. This provision shall be subject to summer school, construction, repairs, and cleaning schedule.

B. INCLEMENT WEATHER

Murfreesboro City Schools shall ensure that sidewalks and parking lots are cleared in a timely manner following inclement weather to promote safe access for students, staff, and visitors.

C. SICK LEAVE BANK COMMITTEE

The Board's Sick Leave Bank is established and governed by the Tennessee Teachers' Sick Leave Bank Act, T.C.A. § 49-5-801 *et seq.*, and Board Policy 5.302. In compliance with T.C.A. § 49-5-804, the Association shall appoint two (2) professional employee representatives to serve as trustees of the Sick Leave Bank. The Director of Schools shall serve as chair, and two (2) additional trustees shall be appointed by the Board. This provision is intended to restate statutory and Board policy requirements and does not create or modify any rights or obligations beyond those provided by law and Board policy.

V. TEACHER WORK HOURS

In accordance with Board Policy 1.801, the minimum length of the school day shall be four hundred twenty (420) minutes/seven (7) hours total for all grades. All teachers shall be on duty at least four hundred fifty minutes (450) minutes/seven-and-a-half (7.5) hours and such additional time as the administrative organization requires. There may be times when employees must stay over for faculty meetings, professional development, bus room supervision, activities beyond the school day, and emergencies. Board Policy 5.603 addresses teacher participation in faculty meetings. When a school has activities beyond the school day and teacher participation is needed, these hours will be distributed as equitably as possible among the faculty.

A. BUS ROOM COVERAGE

When feasible, the school shall utilize educational assistants to supervise the bus room during second routes occurring after the regular workday. This measure is intended to allow teachers to attend meetings and engage in planning activities. When it is not feasible to use educational assistants, the principal shall create a schedule that equally distributes this work among certified educators.

B. DUTY-FREE LUNCH

Murfreesboro City Schools shall provide duty-free lunch periods for teachers in accordance with T.C.A. § 49-1-302(e)(1). The Board shall maintain rules and regulations to ensure that all K-12 teachers receive a duty-free lunch period of at least the length of the student lunch period, during which time the teacher shall have no other assigned responsibilities.

C. DUTY-FREE PLANNING TIME

In accordance with T.C.A. § 49-1-302(e)(2), the Board shall develop and adopt rules and regulations providing teachers in kindergarten through grade twelve (K-12) with duty-free planning periods during the established instructional day. At least two and one half (2 ½) hours of planning time shall be provided each week during which teachers have no other assigned duties or responsibilities, other than planning for instruction. The two and one half (2 ½) may be divided on a daily or other basis. Duty-free planning time shall not occur during any period that teachers are entitled to duty-free lunch.

Murfreesboro City Schools shall annually report to the Tennessee Department of Education regarding its compliance with the duty-free planning time requirements of T.C.A. § 49-1-302(e)(2), including whether such compliance is achieved through Board policy or through negotiations with a recognized professional employees' organization. The Board's annual compliance report submitted to the Tennessee Department of Education in November shall satisfy this reporting requirement.

D. PLANNING TIME

If required attendance at Individualized Education Plan (IEP) meetings or other meetings not involving instructional planning exceeding seventy-five (75) minutes with a workweek, affected teachers shall be provided with compensatory planning time within the same five (5) day workweek to the greatest extent possible.

E. ACTIVITIES BEYOND THE REGULAR SCHOOL DAY

Teacher participation in activities beyond the regular school day including bus room duty, excluding faculty meetings and professional development, will be distributed as equitably as possible among the faculty. The building administration should make a concerted effort to limit activities beyond the regular school day to less than six hours per month.

VI. ACCESS TO PERSONNEL RECORDS

This provision restates the Board's existing policies and procedures regarding personnel records as set forth in Board Policy 5.114 and Administrative Directive 5.114.1.

A. A teacher shall have the right, upon written request, to review the contents of their personnel file and evaluation records and to receive copies of documents contained therein, in accordance with Board policy and applicable law. A teacher may be accompanied by a representative of their choosing during such a review. Access to confidential information contained in personnel files and evaluation records shall be limited to individuals with a legitimate need-to-know, as required by State and federal law. All other information in personnel files shall be considered public records and made available in accordance with the Tennessee Public Records Act, T.C.A. § 10-7-503, subject to applicable confidentiality exemptions.

B. Personnel Record Requests

a. Employees shall be notified when a request is made by an external individual for their personnel records, consistent with Board Policy 5.114.

- b. The Board may assess a reasonable fee for personnel record requests submitted by individuals who are not current employees, in accordance with applicable law and Board policy.

VII. Physical Assault Leave

This provision restates the Board’s obligations under T.C.A. § 49-5-714 and Board Policy 5.307. In the event of any amendment to applicable state law or Board policy, such law or policy shall control and automatically supersede this provision. Any physical assault or verbal threat of physical harm against a teacher while acting in the course and scope of their employment duties shall be reported immediately to the school principal. The principal shall notify the Director of Human Resources, who shall inform the teacher of their right to report the incident to appropriate law enforcement authorities and of applicable leave rights.

A teacher who is absent from assigned duties as a result of personal injury caused by physical assault or other violent criminal acts committed in the course of employment shall receive full salary and full benefits until released by a physician to return to work or until the physician determines the teacher is permanently unable to return to work, in accordance with Board Policy 5.307 and applicable law. If the teacher receives workers’ compensation or similar benefits, the Board shall pay the difference between that amount and the teacher’s full salary. Such salary continuation shall not exceed one (1) year, as provided by statute and Board policy.

VIII. DURATION

The provisions of this Memorandum of Agreement shall be effective for a period of three (3) years upon approval by the Murfreesboro City Board of Education, ending on the 24th of February 2029.

WITNESS the authorized signatures on behalf of Management Team and the Professional Employees’ Organization on the day and date set out below.

SIGNATURE PAGE FOLLOWS

**School Board
Management Personnel**

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

**Professional Employees
Representative Affiliation and Role**

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

This Memorandum of Agreement was approved by the Murfreesboro City Schools Board of Education at a meeting on _____.

Chairman of the Board

Director of Schools

Approved as to Form:

Lauren Bush, Assistant City Attorney

Agenda Item Title: 2026-2027 6th Grade and PreK Placements.
Item tabled from February 10, 2026 meeting.

Board Meeting Date: February 24, 2026

Department: Finance

Presented by: Dr. Trey Duke

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

District staff is proposing updated placements for sixth-grade classes and PreK programs for the 2026–2027 school year. These proposed changes are intended to ensure sixth-grade students are provided with appropriate instructional programming while maintaining adequate and efficient use of building space. In addition, adjustments to PreK placements will allow the district to more effectively utilize available space across schools, supporting enrollment growth and maximizing capacity in all buildings.

The board requested district staff to survey parents to determine what their plans would be considering the possible changes. The survey results are included in the Board packet.

Staff Recommendation

Approve the proposed placements as presented.

Fiscal Impact

No direct fiscal impact associated with the transitions. However, the 6th grade transitions will allow for more traditional pupil to teacher ratios.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.

To: Murfreesboro City School Board

From: Dr. Trey Duke, Director of Schools

Regarding: Survey of Current 5th Grade Families Regarding 6th Grade Enrollment.

Summary

Following the February 10, 2026, Board Meeting, district staff surveyed current 5th grade families at Salem Elementary and Mitchell-Neilson Elementary to better understand their plans for 6th grade enrollment. Due to the quick turnaround needed, the survey was distributed electronically

Salem Elementary

75 families responded to at least one portion of the survey (56% response rate)

If 6th Grade Remains at Salem:

- Remain at Salem: 24 students (34%)
- Transition to Rutherford County Schools (RCS): 43 students (61%)
- Other: 4 students (6%)

If 6th Grade Moves to Cason Lane Academy:

- Move to Cason Lane Academy (CLA): 11 students (17%)
 - Transition to RCS: 46 students (70%)
 - Other: 9 students (13%)
-

Mitchell-Neilson Elementary

25 families responded to at least one portion of the survey (32% response rate)

If 6th Grade Remains at Mitchell-Neilson:

- Remain at MN: 10 students (43%)
- Transition to RCS: 8 students (35%)
- Other: 5 students (22%)

If 6th Grade Moves to Northfield Elementary:

- Move to Northfield: 9 students (43%)
- Transition to RCS: 8 students (38%)
- Other: 4 students (19%)

Proposed 6th Grade and PreK Placements 2026-2027

6th Grade 2025-2026 (Period 4)

School	6 th Grade Enrollment	6 th Grade Teachers	PTR
Black Fox Elementary	66	3	20.53
Bradley Academy	42	2	21.00
Cason Lane Academy	42	2	21.00
Discovery School	10	1	10.00
Erma Siegel Elementary	<i>6th Grade Students attend John Pittard</i>		
Hobgood Elementary	56	3	18.67
John Pittard Elementary	52	3	17.33
<i>Mitchell-Neilson Elementary</i>	23	2	11.50
<i>Northfield Elementary</i>	19	1	19.00
Overall Creek Elementary	<i>6th Grade Students attend Cason Lane</i>		
Reeves- Rogers Elementary	<i>6th Grade Students attend Hobgood</i>		
<i>Salem Elementary</i>	28	2	14.00
Scales Elementary	<i>6th Grade Students attend Cason Lane</i>		
TOTAL	338	19	19.93

6th Grade 2026-2027 Proposed/Projections

School	6 th Grade Enrollment	6 th Grade Teachers	PTR
Black Fox Elementary	60	3	20.00
Bradley Academy	40	2	20.00
Cason Lane Academy	50	3	16.67
Discovery School	15	1	15.00
Erma Siegel Elementary	<i>6th Grade Students attend John Pittard</i>		
Hobgood Elementary	60	3	20.00
John Pittard Elementary	55	3	18.33
Mitchell-Neilson Elementary	<i>6th Grade Students attend Northfield</i>		
Northfield Elementary	40	2	20
Overall Creek Elementary	<i>6th Grade Students attend Cason Lane</i>		
Reeves- Rogers Elementary	<i>6th Grade Students attend Hobgood</i>		
Salem Elementary	<i>6th Grade Students attend Cason Lane</i>		
Scales Elementary	<i>6th Grade Students attend Cason Lane</i>		
TOTAL	320	17	18.82

PreK Placements

School	2025-2026	2026-2027 Proposed
Black Fox Elementary	2 VPK Classrooms	2 VPK Classrooms
Cason Lane PreK	4 VPK Classrooms / 4 IPK Classrooms	4 VPK Classrooms / 4 IPK Classrooms
Erma Siegel Elementary	2 IPK Classrooms	Moved to MNP
John Pittard Elementary	2 VPK Classrooms / 2 IPK Classrooms	2 VPK Classrooms / 2 IPK Classrooms
Mitchell Neilson Elementary	2 VPK Classrooms / 2 IPK Classrooms	4 VPK Classrooms / 5 IPK Classrooms
Northfield Elementary	2 VPK Classrooms/ 1 IPK Classroom	Moved to MNP

Agenda Item Title: FinalSite Website Contract and Budget Amendment

Board Meeting Date: February 24, 2026

Department: Communications and Finance

Presented by: Trey Duke, Director

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

The Communications department is requesting approval of the attached contract with FinalSite and the corresponding budget amendment. The contract and budget amendment will be used to transition the district website to the FinalSite platform. This upgrade represents a significant step in strengthening our digital communications and ensuring the district continues to meet federal accessibility requirements. FinalSite currently supports all school websites for MCS. FinalSite offers expanded features that support ADA compliance, including integrated accessibility monitoring, guided compliance tools, and backend design functionality that aligns with current accessibility standards.

This expense reflects:

- Custom design and creation of the new district website
- Structural build-out of page templates and navigation
- Comprehensive transfer and conversion of existing content
- Platform setup and configuration

The budget amendment will allow us to begin this project this spring and launch in the 2026–2027 school year, rather than waiting for the next fiscal budget cycle. The costs will be fully covered through savings found in the current Communications budget.

Staff Recommendation

Approve FinalSite contract and accompanying interfund budget amendment.

Fiscal Impact

The total cost of the contract is \$15,000 and will be covered by the accompanying interfund transfer budget amendment. It will have no impact on fund balance.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.

This Finalsite Order (the 'Order') is entered into by and between Active Internet Technologies, dba Finalsite ('Finalsite') and Murfreesboro City School District ("Customer") and sets forth the terms of Customer's use of the products and services set forth below ("Pricing Summary"). This Order, together with the Master Terms and Conditions for Services (the "Master Terms") located at <https://www.finalsite.com/masterterms/useducationagencies> and incorporated herein by this reference, form the entire agreement between the parties in respect of the products and services set forth below. Each of the individuals executing this Order represent and warrant that he or she is authorized to execute this Order on behalf of Customer or Finalsite, as applicable. Unless otherwise specified herein, any capitalized terms used in this Order shall have the meaning defined in the Master Terms.

In consideration of the promises set forth herein, and other good and valuable consideration, the receipt of which are hereby acknowledged, the parties hereby agree as follows:

A. Products and Services Pricing Summary

Add-On	
Theme Flex Design View a detailed description of what is included here finalsite.com/sowptf	\$ 15,000
Total	\$ 15,000

The above products, to include but not limited to (modules, integration, design and consulting) will be billed upon contract signature.

Special Provisions:

The following special provisions supercede the Master Terms and Agreements referenced above and within this agreement:

The client is adding one site for the District, changing the total site count from 15 to 16.
 This Theme Flex design is only for the District website.

B. Terms

1. **Effective Date:** Upon execution of this Order.
2. **Sales Tax:** If applicable, a copy of your Sales Tax Direct Pay Certificate or your Sales Tax Exemption Certificate must be returned with this Order Form.
3. **In addition to Customer's obligations to pay the fees described in the fee table above, Customer agrees to reimburse Finalsite for all travel and other out-of-pocket expenses reasonably incurred by Finalsite in rendering any services described in this Order.**

Any SOWs to which links are provided above in Section A, "Pricing Summary," are incorporated into this Order by reference, and any professional services described therein are included as part of your software package. By signing below, Finalsite and Customer each agree to the terms and conditions of this Order, the Master Terms, and any SOWs incorporated by reference. By signing below, Finalsite and Customer each agree to the terms and conditions of this Order and the Master Terms.

Client: Murfreesboro City School District
Signature
Name (printed)
Title (printed)
Date

Active Internet Technologies ('AIT')
Signature
Name (printed)
Title (printed)
Date

C. Client Contact Information

Please fill out the following information, which will be used by our deployment & accounting teams.

Billing Contact
Title
Address 2552 S Church St Ste 100
City, State Zip Murfreesboro, TN 37127
Phone
Email

Project Contact
Title
Phone
Email

*Executive Sponsor (Superintendent, Head of School, CFO, etc.)
Title
Email

*The Executive Sponsor should be separate from the Project Contact and is typically the Superintendent, Head of School, Business Manager, CFO, etc.

Statement of Work: Theme Flex

This Statement of Work ("SOW") represents a definition of the scope and associated responsibility of services to be performed pursuant to the Master Agreement (the "Agreement") by and between Active Internet Technologies, Inc ("Finalsite") and Client ("Client") which terms are incorporated herein by reference. Finalsite and Client shall be referred to collectively as the "Parties." Unless otherwise set forth herein, all capitalized terms shall have the same meaning given to them pursuant to the Agreement. In the event of a conflict between any of the terms and conditions of this Statement of Work and the terms and conditions of the Agreement, this Statement of Work will prevail in connection with the Services described in this scope definition.

Project Summary

The Theme Flex design package is a pre-built website solution that includes software enablement and Theme selection/configuration. The Theme Flex design provides a streamlined approach to your website, ensuring seamless adaptation across various devices. You can choose the design of your website from Finalsite's collection of pre-built designs available in the Theme Library. There are modification options that allow you to make three panel swaps as well as change the imagery, logo, colors, and fonts to personalize your Theme. The project plan duration is typically 2-4 weeks, with a detailed timeline and milestones to be defined in collaboration with the Client project team. If additional domains or content migration services are included in the contract, the project timeline may be adjusted to accommodate the expanded scope.

Scope of Services

Project Management

- Per this SOW, assign and coordinate Finalsite project team members and oversee the project milestones, schedule, and deliverables.
- Work with Finalsite team members and the Client personnel to complete the deliverables outlined in this SOW, manage day-to-day project tasks, and serve as Finalsite's primary point of contact when communicating and coordinating with the Client.
- Finalize the Project Plan with completion dates for respective milestones.
- Provide project updates through digital status reports and remote status meetings as needed based on project milestones.

- Set up the software platform and activate purchased modules and storage space per the contract.
- Project Management allowable time for the scope of work per the contract to support all phases, including up to 20 hours.

Theme Selection

- The client will select a Theme from the Theme Library and utilize the Theme's simulator tool to determine which Theme best suits their branding and content needs.
- From that base Theme selection, the Client can swap up to three panels with a panel from the Theme Panel Library, add one extra Library Panel, and implement a Basic Sticky Header.
- Once a Theme selection (and panel swaps, if chosen) has been installed, it cannot be exchanged for a different Theme (or panel selection). If a different selection is required, that effort will be handled under a separate statement of work.

Theme Implementation

- For the school/district site, the selected Theme (with panel swaps, if chosen) will be configured in the Finalsite platform with the organization's chosen web fonts and the specified logo and colors.

Campus/School Sites

- For multi-site implementations, the same selected Theme (with panel swaps, if chosen) will be configured with the organization's same web fonts and then configured with each school's logo and colors.

Training

Finalsite provides a guided learning experience called the Foundations Pathway to assist our Theme clients in achieving their launch goals. The Foundations pathway includes at least eight modules of lessons that correspond to the steps of the Composer Platform. Each module comprises online courses, learner activities, and live workshops with our subject matter experts (Client Enablement Consultants). All workshops are held each week, allowing the client to connect with our subject matter experts several times a week. In addition, Finalsite offers a minimum of four office hours every week from Monday through Thursday. These office hours are small group sessions where you can ask questions and troubleshoot problems during implementation. Finally, all Finalsite clients can access additional resources, including our knowledge base and webinar

recordings, to enhance their knowledge of our products.

- A Project Manager from Finalsite will work with the Client to provide an overview of the Pathways Program and identify the necessary next steps to understand the software and tools required to configure the site. If additional education and training on the platform are needed beyond the Pathways Program due to Client-related issues such as new team members or turnover, separate endeavors will be undertaken and managed through a distinct statement of work.
- The client will complete the recommended training, which includes online training, workshops, and office hours, to launch their site successfully.
- Finalsite subject matter experts (Client Enablement Consultants) can answer questions and provide feedback through our client communication tools.

Data & Integration

- Authentication methods, as well as the creation of website editor user accounts, are supported for Active Directory, Microsoft Azure, Google Auth, and SAML. If data integration was purchased to support the rostering of staff directories, the automation of admin roles, etc., the Finalsite Data Integration team will provide guidance, instructions, and documentation relating to the setup and configuration requirements for the Client's system environment.
- The Finalsite Project Manager will provide the appropriate spreadsheet templates for batch-uploading data to Composer for clients who do not use an integration method.
- Finalsite will provide a one-time import for review and troubleshooting and a second one for a final import before the site launch.
- It is the client's responsibility to maintain the configuration of the data mapping and privacy settings. Therefore, Finalsite's methodology is designed to provide guidance and support in the joint configuration effort. To accomplish this, the client must identify the appropriate personnel to work alongside Finalsite during these efforts.

Content Services

Unless otherwise specified in your contract, the scope of work includes transferring up to 15 pages of content from the School/District site to the Client's new Finalsite Composer site. This includes migrating static text, external hyperlinks, internal hyperlinks to documents, and inline images.

- The client must provide a content map stating the current page URL and the URL of the new page where the content will be relocated.
- Standard styling will be inherited on the site and generally include H1-H6, bold, italics, underline, standard bullet, and numbered lists. Inline styling may carry over but will not include any custom styling found in the current site's external CSS files.
- The client is responsible for any content modifications they'd like completed after the migration is delivered. This could include modifying the page layout to use new features the Finalsite platform affords them or re-styling any content using the custom styles designed for the Finalsite website.

Website Review and Launch

The project team will conduct a two-part review of the website. The main objective of this testing is to identify any design or content display issues in the supported browsers and devices. The supported browsers generally include the current version and the two previous versions. This testing is divided into two parts:

- Part 1: Technical Review—This test is conducted to identify and rectify any design or content display issues in the supported browsers and devices.
- Part 2: Product Accessibility Review —This test ensures that the website is designed with accessibility in mind and meets standards as per the time of this statement of work.
- Finalsite is responsible for resolving errors in the delivered website(s). Errors are defined as design and/or content display issues in supported browsers or devices, including font or color modifications needed for compliance with WCAG standards.
- Changes to the design will be addressed in a separate work order and may result in additional charges. Design changes and/or requests are defined as inclusive of, but not limited to, Theme font and color changes not deemed necessary for accessibility compliance, design additions, or modifications to the approved, built-out design, such as adding or removing panels from the Homepage.
- Both parties will coordinate the launch date, which will be mutually agreed upon.

Project Assumptions & Related Notes

1. Client will designate a Project Manager who will be regularly available to meet with the Client's and Finalsite's personnel regarding this project.
2. Client will be responsible for managing and delegating resources as required to meet both the Client's and Finalsite's deliverables per this SOW.

3. The Finalsite Project Manager will serve as your single point of contact when communicating and coordinating with Finalsite.
4. Client will complete the provided Finalsite Sitemap Template to define the Navigation and Pages of the website:
 - a. The development site, default navigation, and pre-populated pages within the CMS will be based on this document.
 - b. Any subsequent revisions to the page list/sitemap will be handled by the client via the Finalsite CMS.
5. Client will provide Branding Guidelines for all sites and will include the following:
 - a. A high-resolution logo file (vector file format preferred)
 - b. Approved brand fonts
 - c. Brand colors with web color codes
 - d. Approved Sitemap structure
6. Client will provide feedback as a complete list before any revisions are started during each project phase where Client Feedback is assigned.
7. Client will make the DNS changes required to launch the new website.
8. Client will provide all data using prescribed data templates.
9. Client is responsible for active search engine optimization (SEO) tasks. The Finalsite CMS and included modules are designed with many structural SEO features that are universal to good website design. However, the proactive optimization of the Client's site is necessarily unique to the Client's goals. It is beyond the scope of this agreement.
10. Client is responsible for providing Finalsite with the required files and licensing agreements for any web fonts used, ensuring that the fonts are available under an open-source license.
11. Every Finalsite contract includes connecting the Finalsite Payments gateway. Any other gateway supported by Finalsite ([Compatible Payment Gateways](#)) will consist of an additional setup and annual licensing fee for Finalsite's Gateway Manager unless otherwise outlined in the Order or in the existing licensed modules.
12. If the Client requests additional customization or services beyond the scope of the Theme, Finalsite will provide a scoping estimate detailing the additional cost and revised timeline.

Project Schedule

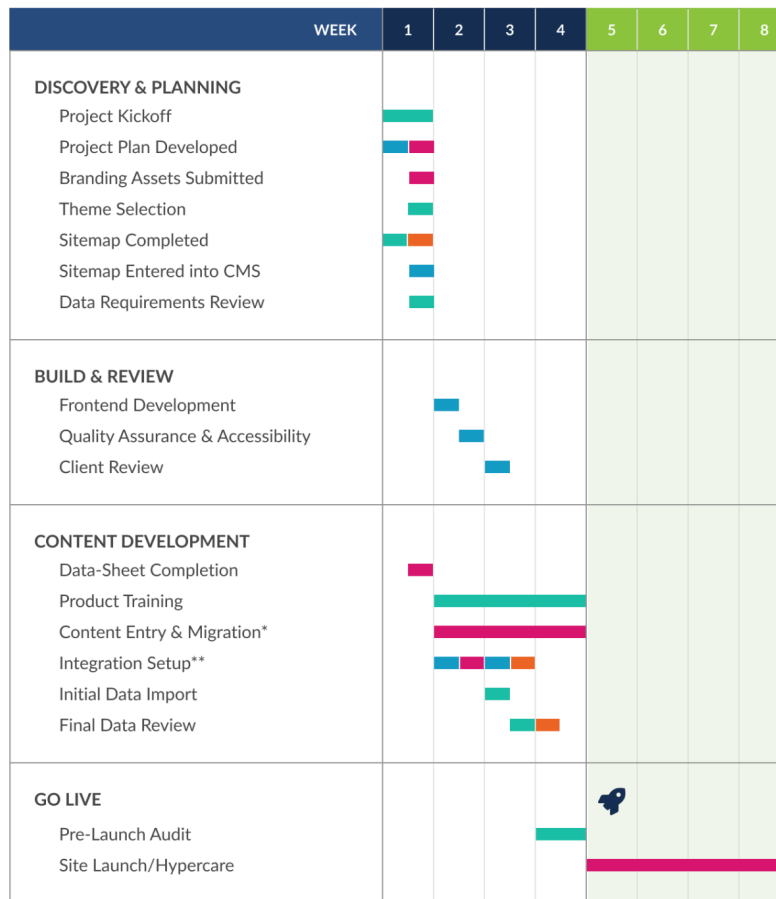
Finalsite and the Client will work together to develop a comprehensive project plan that sets out to achieve the desired completion date. Both parties are responsible for meeting the timeline and

critical milestones. Failure to meet these milestones could result in missing the target completion date. For each phase of the project, the Client's approval will be required before moving on to the next phase. In the event that any critical milestones cannot be met, Finalsight and the Client will collaborate to develop a mutually agreed-upon revised timeline that will help meet the project goals.

SAMPLE IMPLEMENTATION TIMELINE: THEME

This is a sample project timeline and does not guarantee any exact project duration or provide a final, comprehensive task list. Its purpose is to offer a high-level overview of milestones and expectations applicable to Implementation projects in general. Specific project timelines are developed by a Finalsight Project Manager after the project kickoff call, taking into consideration client availability and Finalsight resource availability, among other factors.

- Finalsight Time Contribution
- Client Time Contribution
- Finalsight/Client Time Contribution
- Critical Milestone/Approval



*Additional content migration services may follow a different timeline

**Integration is an option if included in contract

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year FY2026 General Purpose Fund 141

Account	Description	Increase	Decrease
141 E 73300 399	Other Contracted Services	6,000	-
141 E 73300 599	Other Charges	-	6,000
Total		\$ 6,000	\$ 6,000

Explanation: To transfer \$6,000 in previously approved funds within the Community Services account from Other Charges to Other Contracted Services. This will cover the additional expenses related to FinalSite.
This will not impact fund balance.

 2/19/26
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby N Duke III</u>	<u>2/17/25</u>
Declined	<input type="checkbox"/>	Director of Schools	Date

Agenda Item Title: FY26 Federal Projects Budget Amendment - AALN PreK

Board Meeting Date: February 24, 2026

Department: Finance

Presented by: Trey Duke, Director

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

The Federal Projects is seeking approval to reappropriate approved funds within the AALN grant fund. The original number of participants for training and professional development was reduced; therefore, the substitutes needed to cover for the training was reduced. We are reallocating the remaining funds to purchase more supplies and materials for PreK.

Staff Recommendation

Approve the FY26 budget amendment to recognize the interfund transfer to assist in purchasing more supplies and materials.

Fiscal Impact

Recognize the interfund transfer of \$15,500 expenditures within the account and it will have no impact on fund balance.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.


Murfreesboro City Schools


INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year 2025-2026 School Federal - AALN PreK
 BOE Meeting Date February 23, 2026

Account	Description	Increase	Decrease
142 E 71200 195	Certified Substitutes		4,711
142 E 71200 201	Social Security		300
142 E 71200 212	Medicare		70
142 E 71200 429	Instructional Supplies & Materials	4,719	
142 E 71200 499	Other Supplies & Materials	10,781	
142 E 72220 189	Other Salaries		7,000
142 E 72220 201	Social Security		480
142 E 72220 204	Retirement		630
142 E 72220 212	Medicare		109
142 E 72220 524	Staff Development		2,200
Total		\$ 15,500	\$ 15,500

Explanation: This amendment updates the budget to reflect the non-use of substitutes and the corresponding removal of associated Medicare and Social Security costs. It also revises the number of participants for training and deletes the Staff Development line item.
Funds previously allocated to these line items have been reallocated to Instructional Supplies and Other Supplies and Materials. No major changes for use of these funds in those line items.

 2/19/26
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u></u> Director of Schools	<u>2/19/26</u> Date
Declined	<input type="checkbox"/>		

Agenda Item Title: FY26 General Purpose Budget Amendment - Attendance Support

Board Meeting Date: February 24, 2026

Department: Finance

Presented by: Trey Duke, Director

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

Attendance is requesting an interfund transfer to support additional summer work hours beyond staff members' contracted days. The added time, equivalent to 11 extra days, will allow team members to assist families with enrollment and records processing during the summer months. The funds needed have already been approved and will be reallocated from travel, staff development, and other contracted services to cover salaries and related benefits.

Staff Recommendation

Approve the FY26 budget amendment to recognize the interfund transfer and assist the department with summer coverage.

Fiscal Impact

Recognize the interfund transfer of \$1,985 expenditures with the account and it will have no impact on fund balance.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.

Murfreesboro

City Schools

INTER-FUND BUDGET TRANSFER/AMENDMENT REQUEST

Budget Fiscal Year FY2026 General Purpose Fund 141

Account	Description	Increase	Decrease
141 E 72110 189	Other Salaries & Wages	1,650	-
141 E 72110 201	Social Security	105	-
141 E 72110 204	State Retirement	25	-
141 E 72110 212	Employer Medicare	205	-
141 E 72110 355	Travel	-	485
141 E 72110 399	Other Contracted Services	-	1,200
141 E 72110 524	Staff Development	-	300
Total		\$ 1,985	\$ 1,985

Explanation: To transfer \$1,985 in previously approved funds within the Support-Attendance account from Travel,
Other Contracted Services, and Staff Development to Salary and benefits to cover 11 additional days
in June. This will not impact fund balance.

 2/19/26
 Reviewed by Finance Director/Finance Manager Date

Approved	<input checked="" type="checkbox"/>	<u>Bobby W. Duke III</u>	<u>2/19/26</u>
Declined	<input type="checkbox"/>	Director of Schools	Date

NOVEMBER 2025

YEAR-TO-DATE REVENUE COMPARISON

	BUDGET CLASS.	2024-25 BUDGET	2024-25 YTD REV.	2024-25 OVR/(UNDR) BUDGET	2024-25 % Received	2025-26 BUDGET	2025-26 YTD REV.	2025-26 OVR/(UNDR) BUDGET	2025-26 % Received
1	40110-Current Prop. Tax	15,000,000	879,417	(14,120,583)	5.9%	14,000,000	929,243	(13,070,757)	6.6%
2	40210-Local Option Sales Tax	16,700,000	4,521,926	(12,178,074)	27.1%	17,888,900	4,971,446	(12,917,454)	27.8%
3	40000-41110-Other County Rev	1,972,000	482,760	(1,489,240)	24.5%	2,032,500	648,073	(1,384,427)	31.9%
4	43300-44999-Other Local Revenue (Interest, Tuition)	1,621,796	689,212	(932,584)	42.5%	786,675	589,459	(197,216)	74.9%
	<i>SUBTOTAL LOCAL REVENUE</i>	\$ 35,293,796	\$ 6,573,315	\$ (28,720,481)		\$ 34,708,075	\$ 7,138,221	\$ (27,569,854)	
5	46310-Project Diabetes Grant	126,700	-	(126,700)	0.0%	-	-	-	N/A
6	46510-TISA	63,477,651	25,267,078	(38,210,573)	39.8%	65,887,040	26,265,888	(39,621,152)	39.9%
7	46513-TISA On-Behalf Payments	30,000	-	(30,000)	N/A	30,000	-	(30,000)	N/A
8	46515-Early Childhood Ed. (VPK Grant & SPED PK)	1,500,605	100,253	(1,400,352)	6.7%	1,326,895	240,479	(1,086,416)	18.1%
9	46590-Other State Education	1,851,909	-	(1,851,909)	0.0%	1,805,750	1,699,589	(106,161)	94.1%
10	46596-Paid Parental Leave	300,000	-	(300,000)	N/A	250,000	43,567	(206,433)	17.4%
11	46610-Career Ladder Program	51,000	28,972	(22,028)	56.8%	40,000	23,296	(16,704)	58.2%
12	46591-Coordinated School Health (ended FY23)	-	-	-	N/A	-	-	-	N/A
13	46595-Family Resource (ended FY23)	-	-	-	N/A	-	-	-	N/A
14	46800-46990-Safe Schools and Public School Security Grant	-	-	-	N/A	183,622	-	(183,622)	N/A
	<i>SUBTOTAL STATE REVENUES</i>	\$ 67,337,865	\$ 25,396,303	\$ (41,941,562)		\$ 69,523,307	\$ 28,272,819	\$ (41,250,488)	
15	47000- Federal Funds	396,348	-	(396,348)	0.0%	16,200	-	(16,200)	0.0%
	<i>SUBTOTAL FEDERAL REVENUES</i>	\$ 396,348	\$ -	\$ (396,348)		\$ 16,200	\$ -	\$ (16,200)	
16	49100-49800 Insurance Recovery/Indirect Costs	195,000	-	(195,000)	0.0%	320,000	41,341	(278,659)	12.9%
17	49810-City of Murfreesboro Allocation	7,885,103	3,285,460	(4,599,643)	41.7%	7,885,103	3,285,460	(4,599,643)	41.7%
18	49820-City TN All Corp Grant	156,000	106,244	(49,756)	68.1%	-	-	-	N/A
	<i>SUBTOTAL OPERATING TRANSFERS</i>	\$ 8,236,103	\$ 3,391,704	\$ (4,844,399)		\$ 8,205,103	\$ 3,326,801	\$ (4,878,302)	
	<i>TOTAL REVENUES</i>	\$ 111,264,112	\$ 35,361,322	\$ (75,902,790)	31.8%	\$ 112,452,685	\$ 38,737,841	\$ (73,714,844)	34.4%

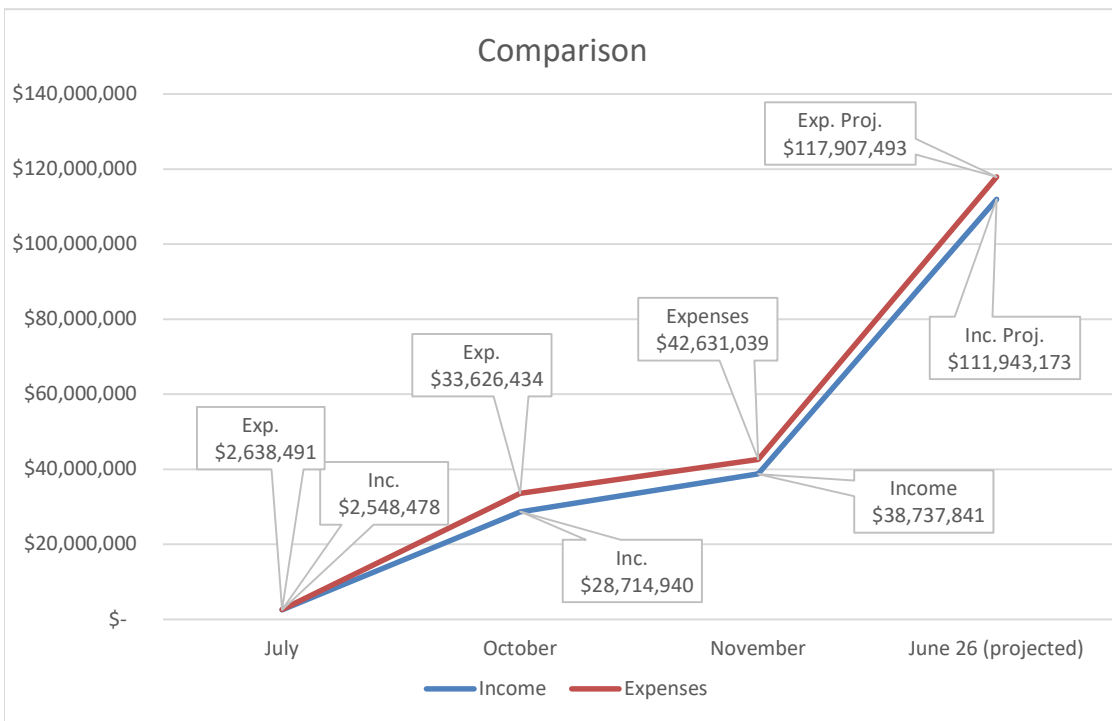
YEAR-TO-DATE EXPENDITURE COMPARISON

NOVEMBER 2025

	BUDGET CLASS.	2024-25 BUDGET	2024-25 YTD EXP.	2024-25 OVR/(UNDR) BUDGET	2024-25 %	2025-26 BUDGET	2025-26 YTD EXP.	2025-26 OVR/(UNDR) BUDGET	2025-26 %
1	71100-Reg. Instruction	61,154,757	20,165,016	(40,989,741)	33.0%	62,340,982	\$ 22,638,364	(39,702,618)	36.3%
2	71200-Sp. Ed. Instruction	13,930,329	4,384,067	(9,546,262)	31.5%	13,959,246	4,888,850	(9,070,396)	35.0%
3	71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4	72110-Attendance	188,725	72,539	(116,186)	38.4%	192,705	84,121	(108,584)	43.7%
5	72120-Health Services	1,252,495	343,621	(908,874)	27.4%	1,175,870	354,456	(821,414)	30.1%
6	72130-Guidance	4,188,625	1,463,367	(2,725,258)	34.9%	3,711,291	1,311,344	(2,399,947)	35.3%
7	72210-Reg. Instr. Support	2,774,798	1,087,170	(1,687,628)	39.2%	4,197,780	1,224,722	(2,973,058)	29.2%
8	72220-Sp. Ed. Support	2,209,555	750,699	(1,458,856)	34.0%	3,067,320	1,099,371	(1,967,949)	35.8%
9	72250-Technology	2,738,190	1,259,628	(1,478,562)	46.0%	2,826,855	1,114,872	(1,711,983)	39.4%
10	72310-Bd. Of Education	2,187,020	1,050,113	(1,136,907)	48.0%	2,167,885	1,168,586	(999,299)	53.9%
11	72320-Office of Supt.	471,438	175,454	(295,984)	37.2%	475,310	181,354	(293,956)	38.2%
12	72410-Office of Principal	6,151,248	2,248,873	(3,902,375)	36.6%	6,201,205	2,285,429	(3,915,776)	36.9%
13	72510-Fiscal Services	885,280	392,471	(492,809)	44.3%	972,675	417,854	(554,821)	43.0%
14	72520-Personnel Services	606,845	262,571	(344,274)	43.3%	663,990	278,757	(385,233)	42.0%
15	72610-Oper. Of Plant	6,372,847	2,140,545	(4,232,302)	33.6%	6,272,020	2,203,842	(4,068,178)	35.1%
16	72620-Maint. Of Plant	3,481,108	1,019,588	(2,461,520)	29.3%	3,363,837	1,050,134	(2,313,703)	31.2%
17	72710-Pupil Transp.	5,457,902	1,613,581	(3,844,321)	29.6%	4,784,870	1,562,421	(3,222,449)	32.7%
18	73300-Community Service	507,561	163,726	(343,835)	32.3%	468,005	167,881	(300,124)	35.9%
19	73400-Early Childhood Educ.	1,154,547	368,021	(786,526)	31.9%	1,173,395	400,479	(772,916)	34.1%
20	76100-Reg. Cap. Outlay	3,243,219	18,095	(3,225,124)	0.6%	202,365	120,448	(81,917)	59.5%
21	82130-Education Debt Serv.	-	-	-	N/A	-	-	-	N/A
22	82230-Education Debt Int	-	-	-	N/A	-	-	-	N/A
23	99100-Operating Transfers	217,601	77,755	(139,846)	35.7%	217,590	77,755	(139,835)	35.7%
	TOTALS	119,174,090	39,056,901	\$ (80,117,189)	32.8%	118,435,196	42,631,039	\$ (75,804,157)	36.0%

COMPARISON OF BUDGET TOTALS
July 1, 2025 Through November 30, 2025

TOTAL INCOME	7/1/25 - 11/30/25	\$	38,737,841
TOTAL EXPENSES	7/1/25 - 11/30/25		42,631,039
NET INCOME 11/30/25		\$	<u>(3,893,198)</u>



DECEMBER 2025

YEAR-TO-DATE REVENUE COMPARISON

	BUDGET CLASS.	2024-25 BUDGET	2024-25 YTD REV.	2024-25 OVR/(UNDR) BUDGET	2024-25 % Received	2025-26 BUDGET	2025-26 YTD REV.	2025-26 OVR/(UNDR) BUDGET	2025-26 % Received
1	40110-Current Prop. Tax	15,000,000	1,306,764	(13,693,236)	8.7%	14,000,000	1,369,641	(12,630,359)	9.8%
2	40210-Local Option Sales Tax	16,700,000	6,068,584	(10,631,416)	36.3%	17,888,900	6,671,877	(11,217,023)	37.3%
3	40000-41110-Other County Rev	1,972,000	589,588	(1,382,412)	29.9%	2,032,500	795,811	(1,236,689)	39.2%
4	43300-44999-Other Local Revenue (Interest, Tuition)	1,621,796	808,365	(813,431)	49.8%	786,675	684,571	(102,104)	87.0%
	<i>SUBTOTAL LOCAL REVENUE</i>	\$ 35,293,796	\$ 8,773,301	\$ (26,520,495)		\$ 34,708,075	\$ 9,521,900	\$ (25,186,175)	
5	46310-Project Diabetes Grant	126,700	-	(126,700)	0.0%	-	-	-	N/A
6	46510-TISA	63,477,651	32,420,820	(31,056,831)	51.1%	65,887,040	33,718,703	(32,168,337)	51.2%
7	46513-TISA On-Behalf Payments	30,000	-	(30,000)	N/A	30,000	-	(30,000)	N/A
8	46515-Early Childhood Ed. (VPK Grant & SPED PK)	1,500,605	455,423	(1,045,182)	30.3%	1,326,895	472,344	(854,551)	35.6%
9	46590-Other State Education	1,851,909	-	(1,851,909)	0.0%	1,805,750	1,699,589	(106,161)	94.1%
10	46596-Paid Parental Leave	300,000	79,339	(220,661)	N/A	250,000	43,567	(206,433)	17.4%
11	46610-Career Ladder Program	51,000	28,972	(22,028)	56.8%	40,000	23,296	(16,704)	58.2%
12	46591-Coordinated School Health (ended FY23)	-	-	-	N/A	-	-	-	N/A
13	46595-Family Resource (ended FY23)	-	-	-	N/A	-	-	-	N/A
14	46800-46990-Safe Schools and Public School Security Grant	-	-	-	N/A	183,622	-	(183,622)	N/A
	<i>SUBTOTAL STATE REVENUES</i>	\$ 67,337,865	\$ 32,984,554	\$ (34,353,311)		\$ 69,523,307	\$ 35,957,498	\$ (33,565,809)	
15	47000- Federal Funds	396,348	136,766	(259,582)	34.5%	16,200	-	(16,200)	0.0%
	<i>SUBTOTAL FEDERAL REVENUES</i>	\$ 396,348	\$ 136,766	\$ (259,582)		\$ 16,200	\$ -	\$ (16,200)	
16	49100-49800 Insurance Recovery/Indirect Costs	195,000	-	(195,000)	0.0%	320,000	41,341	(278,659)	12.9%
17	49810-City of Murfreesboro Allocation	7,885,103	3,942,552	(3,942,551)	50.0%	7,885,103	3,942,552	(3,942,551)	50.0%
18	49820-City TN All Corp Grant	156,000	106,244	(49,756)	68.1%	-	-	-	N/A
	<i>SUBTOTAL OPERATING TRANSFERS</i>	\$ 8,236,103	\$ 4,048,796	\$ (4,187,307)		\$ 8,205,103	\$ 3,983,893	\$ (4,221,210)	
	<i>TOTAL REVENUES</i>	\$ 111,264,112	\$ 45,943,417	\$ (65,320,695)	41.3%	\$ 112,452,685	\$ 49,463,290	\$ (62,989,395)	44.0%

YEAR-TO-DATE EXPENDITURE COMPARISON

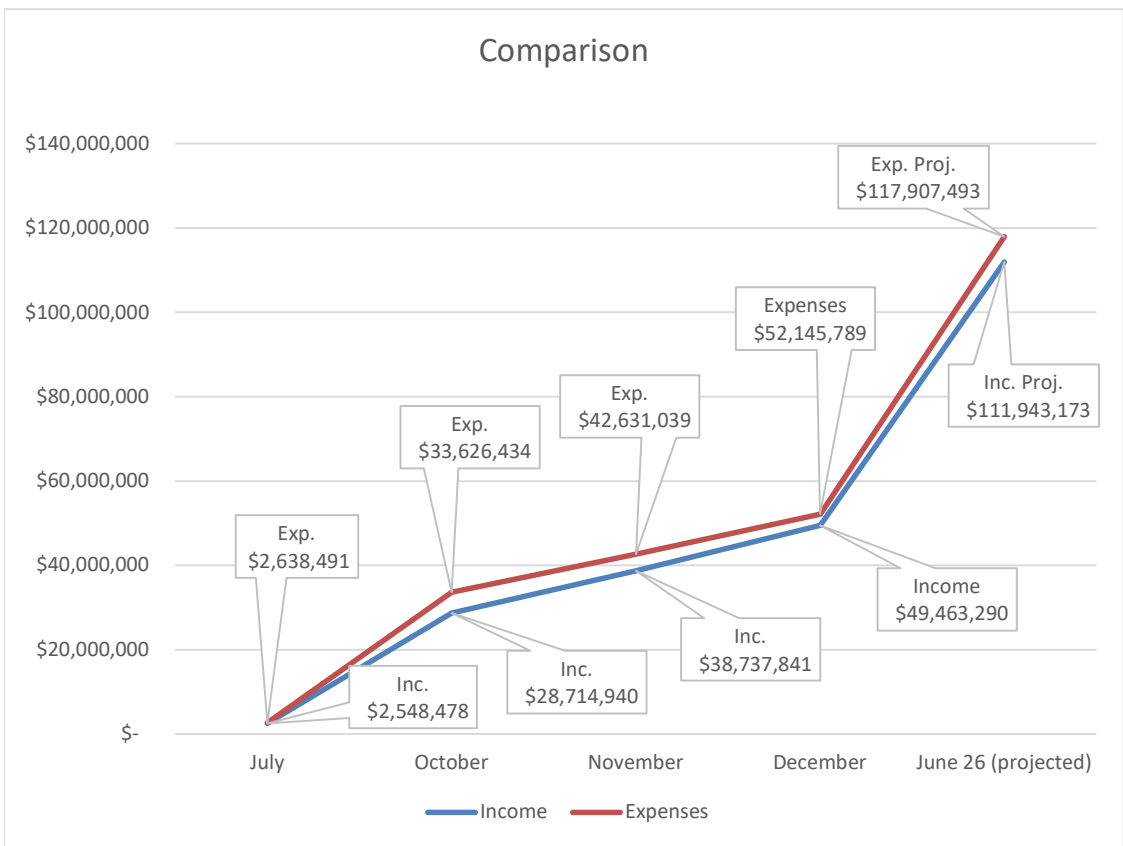
DECEMBER 2025

PAGE 1

	2024-25 BUDGET	2024-25 YTD EXP.	2024-25 OVR/(UNDR) BUDGET	2024-25 %	2025-26 BUDGET	2025-26 YTD EXP.	2025-26 OVR/(UNDR) BUDGET	2025-26 %
1 71100-Reg. Instruction	61,154,757	24,699,470	(36,455,287)	40.4%	62,340,982	\$ 27,492,004	(34,848,978)	44.1%
2 71200-Sp. Ed. Instruction	13,930,329	5,463,619	(8,466,710)	39.2%	13,959,246	6,183,756	(7,775,490)	44.3%
3 71400-Student Body Ed.	-	-	-	N/A	-	-	-	N/A
4 72110-Attendance	188,725	84,906	(103,819)	45.0%	192,705	98,675	(94,030)	51.2%
5 72120-Health Services	1,252,495	425,629	(826,866)	34.0%	1,175,870	436,243	(739,627)	37.1%
6 72130-Guidance	4,188,625	1,794,409	(2,394,216)	42.8%	3,711,291	1,605,529	(2,105,762)	43.3%
7 72210-Reg. Instr. Support	2,774,798	1,272,415	(1,502,383)	45.9%	4,197,780	1,590,747	(2,607,033)	37.9%
8 72220-Sp. Ed. Support	2,209,555	921,983	(1,287,572)	41.7%	3,067,320	1,346,968	(1,720,352)	43.9%
9 72250-Technology	2,738,190	1,411,222	(1,326,968)	51.5%	2,826,855	1,243,250	(1,583,605)	44.0%
10 72310-Bd. Of Education	2,187,020	1,106,118	(1,080,902)	50.6%	2,167,885	1,228,271	(939,614)	56.7%
11 72320-Office of Supt.	471,438	210,201	(261,237)	44.6%	475,310	214,666	(260,644)	45.2%
12 72410-Office of Principal	6,151,248	2,744,531	(3,406,717)	44.6%	6,201,205	2,789,893	(3,411,312)	45.0%
13 72510-Fiscal Services	885,280	458,500	(426,781)	51.8%	972,675	482,594	(490,081)	49.6%
14 72520-Personnel Services	606,845	305,407	(301,438)	50.3%	663,990	339,495	(324,495)	51.1%
15 72610-Oper. Of Plant	6,372,847	2,642,006	(3,730,841)	41.5%	6,272,020	2,967,158	(3,304,862)	47.3%
16 72620-Maint. Of Plant	3,481,108	1,188,165	(2,292,943)	34.1%	3,363,837	1,291,819	(2,072,018)	38.4%
17 72710-Pupil Transp.	5,457,902	2,007,587	(3,450,315)	36.8%	4,784,870	1,918,061	(2,866,809)	40.1%
18 73300-Community Service	507,561	197,576	(309,985)	38.9%	468,005	211,014	(256,991)	45.1%
19 73400-Early Childhood Educ.	1,154,547	456,907	(697,640)	39.6%	1,173,395	491,891	(681,504)	41.9%
20 76100-Reg. Cap. Outlay	3,243,219	18,095	(3,225,124)	0.6%	202,365	120,448	(81,917)	59.5%
21 82130-Education Debt Serv.	-	-	-	N/A	-	-	-	N/A
22 82230-Education Debt Int	-	-	-	N/A	-	-	-	N/A
23 99100-Operating Transfers	217,601	93,306	(124,295)	42.9%	217,590	93,306	(124,284)	42.9%
TOTALS	119,174,090	47,502,050	\$ (71,672,040)	39.9%	118,435,196	52,145,789	\$ (66,289,407)	44.0%

COMPARISON OF BUDGET TOTALS
July 1, 2025 Through December 31, 2025

TOTAL INCOME	7/1/25 - 12/31/25	\$	49,463,290
TOTAL EXPENSES	7/1/25 - 12/31/25		52,145,789
			<hr/>
NET INCOME	12/31/25	\$	(2,682,499)
			<hr/> <hr/>



Period 5

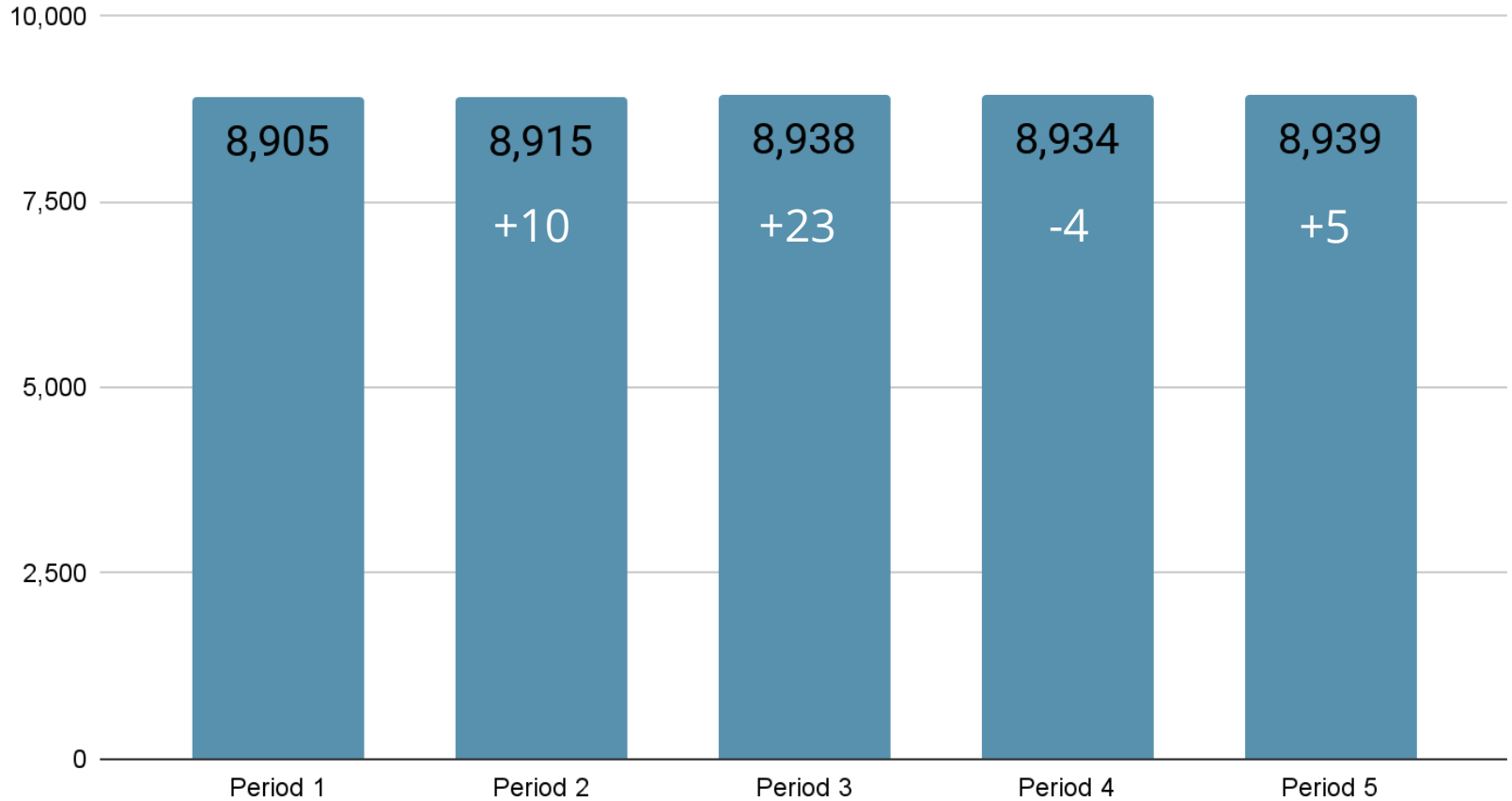
December 16, 2025 - February 3, 2026

Enrollment Update

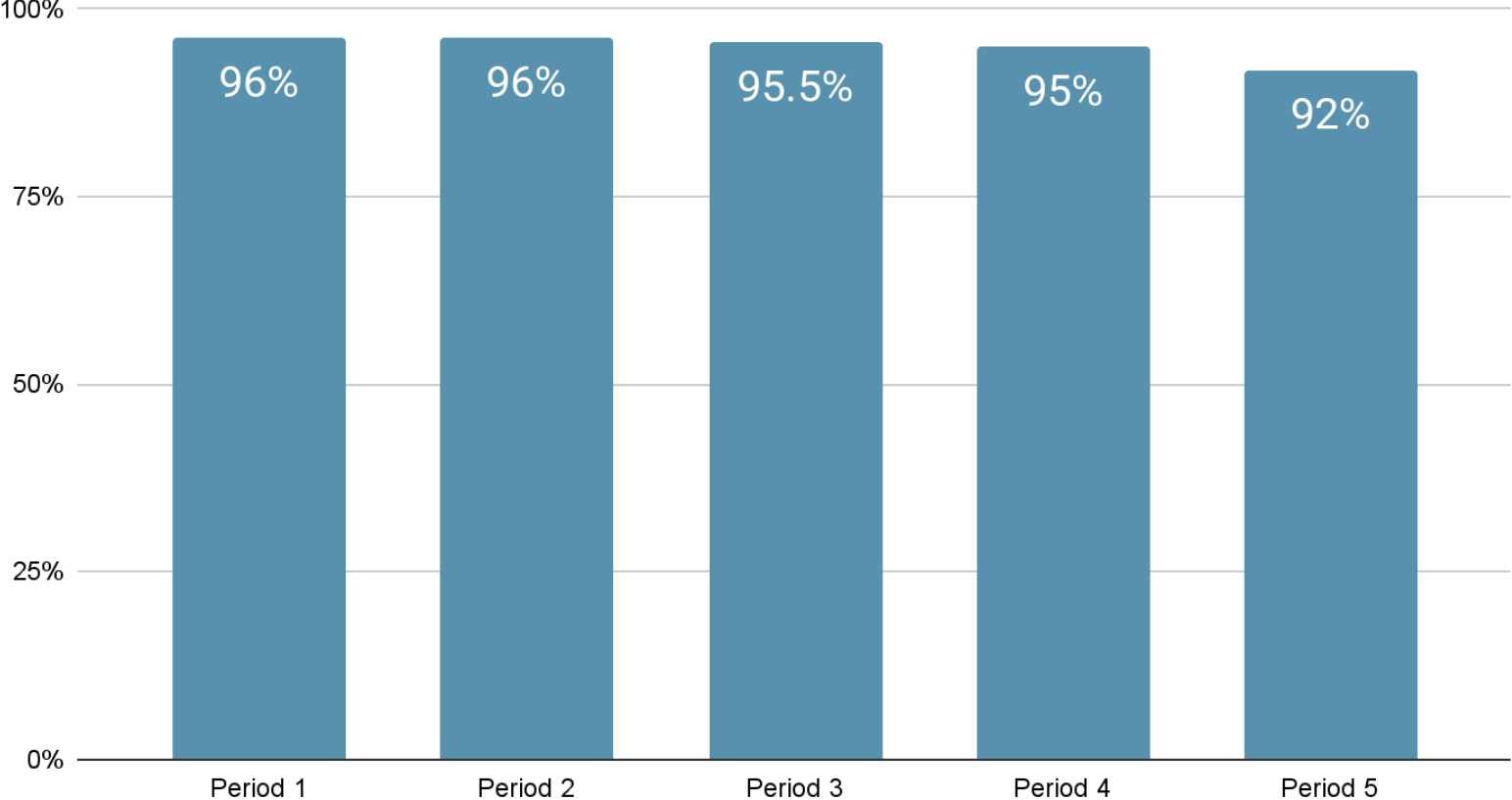
February 24 2026



Total Enrollment for Pre-Kindergarten Through Grade 6

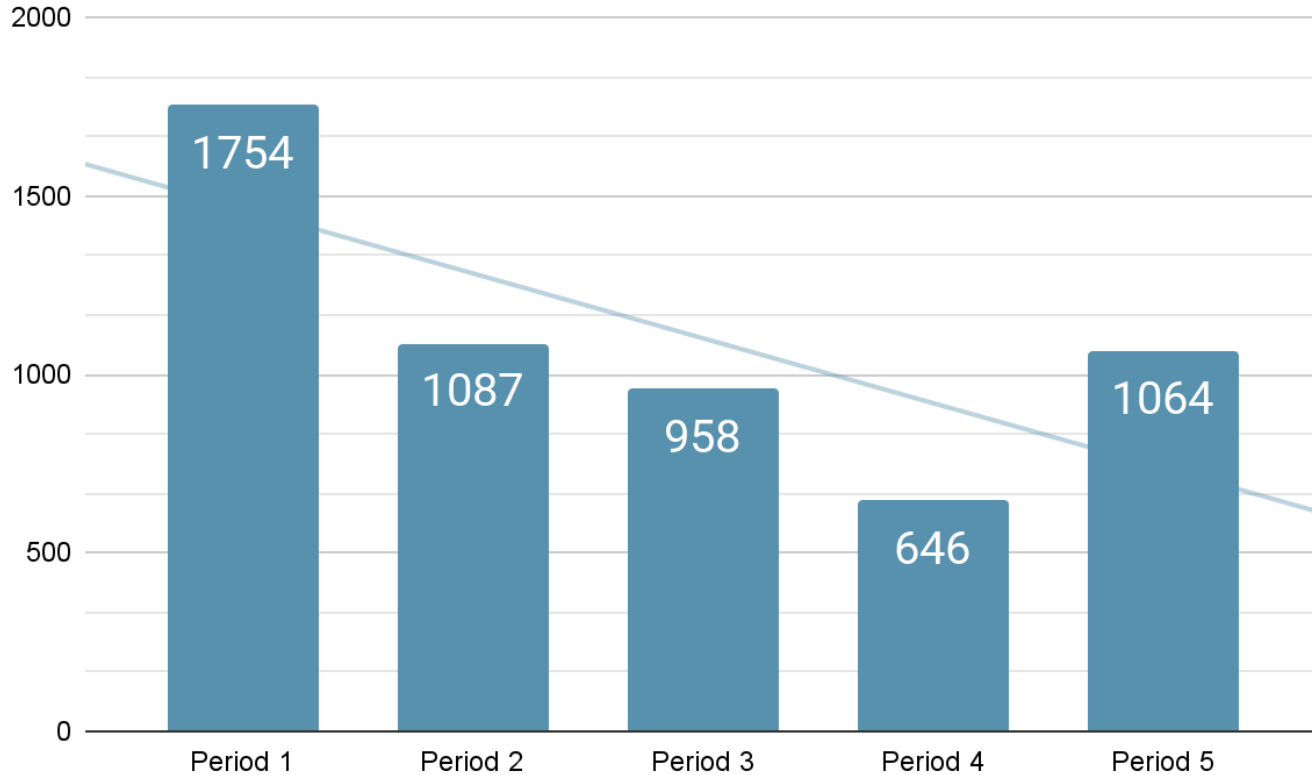


Rounded Average Daily Attendance



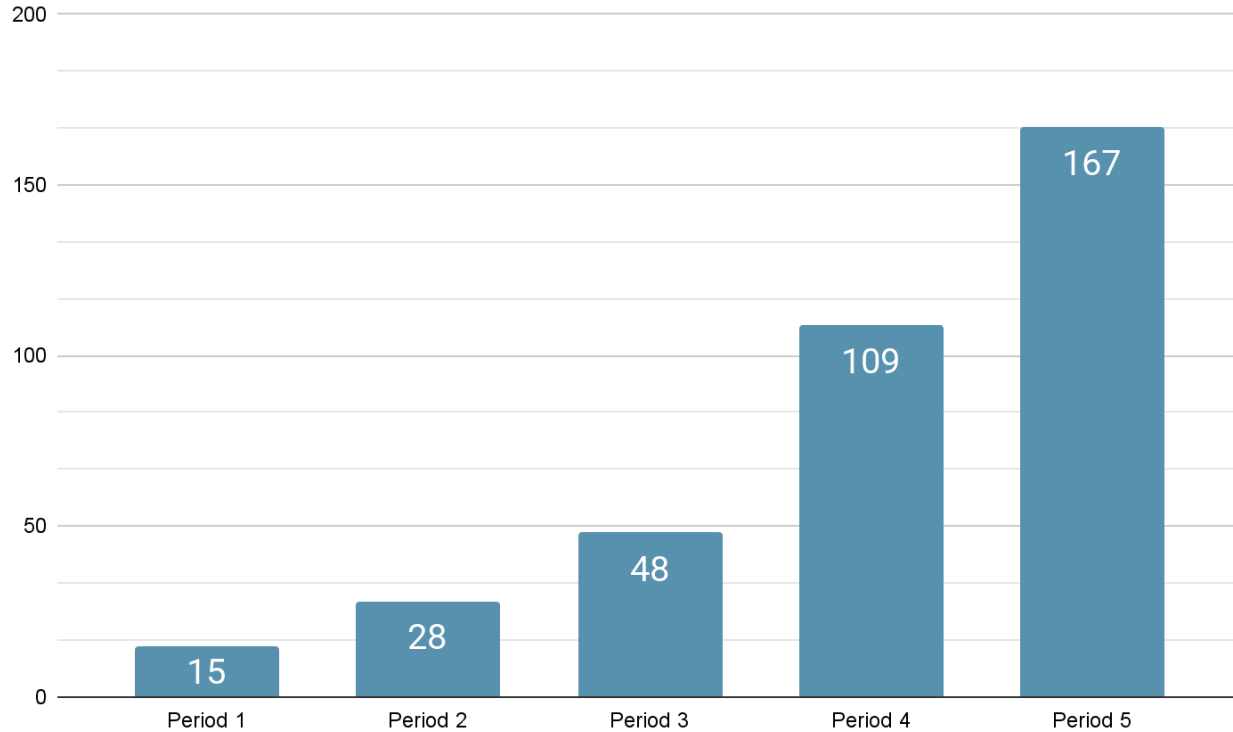
Chronic Absenteeism

Missing 10+ Days or +10% (Excused and Unexcused)



Truancy

10+ Days Unexcused Absences



Enrollment and Attendance Summary

Regular Education Pupil-Teacher Ratio (PTR)	Pupils	Teachers	PTR	PTR % Change from <u>Period 3</u>
Kindergarten through 3rd Grade	5,278	291	18.14	+0.06
4th Grade through 6th Grade	3,024	162	18.67	-0.13
District Totals	8,302	453	18.34	+0.01

Questions



Enrollment Period 5 - 12/16/2025 - 02/03/2026

	K-6 Gen Ed Totals	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	TOTALS	Gain/ Loss from Per 4
Black Fox	773	40			28			841	0
Bradley	342					7		349	1
Cason Lane	628	73	31	21	33			786	8
Discovery	376							376	0
Erma Siegel	838		13	5	24		1	881	10
Hobgood	610				16			626	(5)
John Pittard	722	40	20	12	23			817	(4)
Mitchell-Neilson	496	39	16	10		15		576	4
Northfield	566	40	9	7	33			655	11
Overall Creek	885				17			902	(2)
Reeves-Rogers	320				15			335	(9)
Salem	879				19			898	(6)
Scales	867				30			897	(3)
								8939	5

Total Growth Over Period 9 24-25	
Period 9 2024-2025 -----	9265
Growth from 24-25 to 25-26 ---	-326

TISA Funded Growth Over Period 9 24-25	
Period 9 2024-2025 -----	8879
Growth from 24-25 to 25-26 ---	-316

TISA Funded Growth by Reporting Period	
Period 4 2024-2025 -----	8929
Growth from 24-25 to 25-26 ---	-366

Average Attendance Percentage	
91.9%	

Totals	8302	232	89	55	238	22	1	8939
	K-6 Gen Ed Total	PS VPK	PS SpEd	PS Peers	CDC	BEST	Deaf Ed	
TISA Funded	8302				238	22	1	8563
Non-TISA Funded		232	89	55				376

PTR Period 5 - 12/16/2025 - 02/03/2026

	Kindergarten			1st Grade			2nd Grade			3rd Grade			Total	Total	K-3 PTR	4th Grade			5th Grade			6th Grade			Total	Total	4-6 PTR	Total K-6	Gain/Loss from Per 4
	P	#	PTR	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio	P	#	PTR	P	#	PTR	P	#	PTR	Pupils	Teachers	Ratio		
Black Fox	114	7	16.29	119	7	17.00	114	6	19.00	121	6	20.17	468	26	18.00	130	7	18.57	109	5	21.80	66	3	22.00	305	15	20.33	773	0
Bradley	53	3	17.67	50	3	16.67	49	3	16.33	51	3	17.00	203	12	16.92	43	3	14.33	54	3	18.00	42	2	21.00	139	8	17.38	342	2
Cason Lane	97	6	16.17	96	5	19.20	98	6	16.33	110	7	15.71	401	24	16.71	105	6	17.50	81	5	16.20	41	2	20.50	227	13	17.46	628	4
Discovery	60	3	20.00	60	3	20.00	60	3	20.00	60	3	20.00	240	12	20.00	62	3	20.67	64	3	21.33	10	1	10.00	136	7	19.43	376	0
Erma Siegel	133	8	16.63	138	7	19.71	145	7	20.71	139	7	19.86	555	29	19.14	146	8	18.25	137	7	19.57				283	15	18.87	838	10
Hobgood	84	5	16.80	80	5	16.00	103	6	17.17	94	5	18.80	361	21	17.19	96	5	19.20	99	5	19.80	54	3	18.00	249	13	19.15	610	(5)
John Pittard	120	6	20.00	111	6	18.50	112	6	18.67	112	6	18.67	455	24	18.96	113	6	18.83	105	6	17.50	49	3	16.33	267	15	17.80	722	(6)
Mitchell-Neilson	78	5	15.60	82	5	16.40	75	4	18.75	94	5	18.80	329	19	17.32	66	4	16.50	79	4	19.75	22	2	11.00	167	10	16.70	496	1
Northfield	83	5	16.60	97	5	19.40	93	5	18.60	95	5	19.00	368	20	18.40	94	5	18.80	85	4	21.25	19	1	19.00	198	10	19.80	566	10
Overall Creek	117	7	16.71	138	7	19.71	156	8	19.50	150	8	18.75	561	30	18.70	168	9	18.67	156	8	19.50				324	17	19.06	885	(3)
Reeves-Rogers	49	3	16.33	73	4	18.25	47	3	15.67	46	3	15.33	215	13	16.54	54	3	18.00	51	3	17.00				105	6	17.50	320	(9)
Salem	133	7	19.00	142	8	17.75	125	7	17.86	154	8	19.25	554	30	18.47	165	8	20.63	133	8	16.63	27	2	13.50	325	18	18.06	879	(6)
Scales	136	8	17.00	143	7	20.43	138	8	17.25	151	8	18.88	568	31	18.32	156	8	19.50	143	7	20.43				299	15	19.93	867	(3)

Totals by Grade	Kindergarten			1st Grade			2nd Grade			3rd Grade			4th Grade			5th Grade			6th Grade			Total K-6		
	1257	73	17.22	1329	72	18.46	1315	72	18.26	1377	74	18.61	1398	75	18.64	1296	68	19.06	330	19	17.37	8302		(5)

Regular Education PTR			
Kindergarten thru Third Grade	-----	Pupils	Teachers
		5278	291
Fourth Grade thru Sixth Grade	-----		
		3024	162
District Totals		8302	453

PTR		
18.14	18.67	18.33

Chronic Absenteeism = missing 10% or more (Excused and Unexcused)

	Period 1 (2+ days)		Period 2 (4+ days)		Period 3 (6+ days)		Period 4 (8+ days)		Period 5 (10+ days)		Period 6 (12+ days)		Period 7 (14+ days)		Period 8 (16+ days)		Period 9 (18+ days)	
	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25
Black Fox	148	161	106	132	93	87	61	108	106	124		121		101		97		86
Bradley	66	63	55	39	49	28	34	44	53	46		47		43		38		36
Cason Lane	131	146	87	134	83	84	58	96	81	120		106		99		99		87
Discovery	40	51	15	32	12	19	8	23	19	24		22		15		14		10
Erma Siegel	93	107	48	72	39	37	26	59	66	77		68		50		39		31
Hobgood	198	152	112	116	95	76	70	109	117	146		134		123		110		104
John Pittard	174	168	116	117	96	85	63	102	102	133		113		102		79		77
Mitchell-Neilson	123	167	102	140	96	109	59	120	86	135		128		117		106		98
Northfield	117	132	74	94	64	62	47	78	92	104		90		82		66		64
Overall Creek	145	153	81	111	77	82	50	89	73	85		91		79		71		63
Reeves-Rogers	110	105	76	84	69	73	48	73	63	95		83		80		75		70
Salem	149	162	90	120	80	79	40	94	80	106		106		99		83		80
Scales	199	187	125	163	105	101	82	117	126	140		145		124		117		106
District Total	1693	1754	1087	1354	958	922	646	1112	1,064	1335	-	1254	-	1114	-	994	-	912
Internal %	20%	19%	13%	14%	11%	13%	8%	12%	12%	13%	-	12%	-	12%	-	11%	-	10%

TRUANCY 10+ Days (Unexcused Absences)

	Period 1		Period 2		Period 3		Period 4		Period 5		Period 6		Period 7		Period 8		Period 9	
	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25
Black Fox	-	1	1	1	3	3	7	6	6	10		14		16		22		36
Bradley	-	1	2	1	3	3	8	3	9	6		10		17		20		22
Cason Lane	1	1	1	2	-	5	4	11	4	19		20		33		45		64
Discovery	-	-	1	-	-	-	1	1	-	2.000		2		-		2		4
Erma Siegel	-	-	2	-	2	-	18	2	8	6		6		6		8		15
Hobgood	2	-	6	1	9	2	14	7	30	31		46		57		70		99
John Pittard	3	3	6	7	12	14	19	19	30	40		55		71		82		107
Mitchell-Neilson	1	-	-	-	5	4	6	5	4	17		25		34		37		63
Northfield	-	1	1	1	1	1	1	2	8	8		8		10		12		34
Overall Creek	2	-	2	-	3	-	6	-	11	1		-		2		8		22
Reeves-Rogers	3	-	3	2	3	3	11	8	14	22		19		27		35		53
Salem	1	-	1	4	1	7	4	17	18	29		37		47		57		94
Scales	2	-	2	-	6	1	10	3	25	11		17		32		45		69
Total Students	15	7	28	19	48	43	109	84	167	202	-	259	-	352	-	443	-	682