

Board of Education Regular Meeting/Work Session

August 25, 2026 5:00 PM

MCS Administrative Offices

I. CALL TO ORDER Procedural Item	Chair Amanda Moore
A. Public Comment Procedural Item	
B. Pledge of Allegiance Procedural Item The Pledge of Allegiance will be led by Dr. Caitlin Bullard, Principal at Discovery School, and Ms. Robin Newell, Principal at Cason Lane PreK and Mitchell Neilson PreK and PreK Administrator	
C. Moment of Silence Procedural Item	
II. APPROVAL OF AGENDA Action Item	Chair Amanda Moore
III. CONSENT ITEMS Consent Agenda	Chair Amanda Moore
A. Approval of 8-11-26 Board Minutes Consent Item	
B. Approval of Surplus Property Disposal Consent Item	
IV. ACTION ITEMS Action Item	Chair Amanda Moore
A. Approval of Northfield Teacher Stipend Action Item	Dr. Trey Duke
B. Approval of Budget Amendment-VPK Action Item	Dr. Trey Duke
C. Approval of Board Policy 5.3031, <i>Religious Leave</i> , on First Reading Action Item	Ms. Lauren Bush
V. REPORTS AND INFORMATION Information Item	Chair Amanda Moore
A. 2025 Initial Testing Data Information Item	Dr. Chris George
B. Course Mojo and MagicSchool Demonstration Information Item	Ms. Sheri Arnette
C. HR Annual Report from Exit Survey and New Hires Information Item	Dr. Maria Johnson
D. 2026 Initial Enrollment Report Information Item	Mr. Ken Rocha
E. CIP Preview Information Item	Mr. Don Bartch
F. Safety and Security Program-I Love You Guys and Updated Security Procedures Information Item	Mr. Don Bartch
G. Other Discussion: Five Year Strategic Plan Organizational Chart Information Item	Dr. Trey Duke
H. Director's Update	Dr. Trey Duke

Information Item	
VI. OTHER BUSINESS Information Item	Chair Amanda Moore
VII. ADJOURNMENT Action Item	Chair Amanda Moore

MINUTES

Board of Education Regular Meeting

August 11, 2026 6:00 PM

City Hall Council Chambers

I. CALL TO ORDER Procedural Item Present: Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mrs. Jeanette Price, Mr. Jimmy Richardson III, Mr. David Settles (6:22 p.m.). In attendance: Dr. Trey Duke, Sheri Arnette, Ken Rocha, Lisa Trail, Andrea Oakley, Quinena Bell, Maria Johnson, Angela Case, Jeannie Creech, Tyra Murray, Don Bartch, Jaci Saunders, Angela Fairchild, Daniel Owens, Maria Johnson Assistant City Attorney Lauren Bush and City Liaison Bill Shacklett	Chair Amanda Moore
A. Public Comment Procedural Item There was no public comment.	
B. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Andrea Oakley, principal at Scales Elementary, and Quinena Bell, principal at Hobgood Elementary.	
C. Moment of Silence Procedural Item During the moment of silence, Board Chair Amanda Moore asked that everyone remember the two new babies in our School Board family. Mr. Jimmy Richardson has a new baby girl and Mrs. Lisa VanCleave has a new grandson.	
II. APPROVAL OF AGENDA Action Item Motion to approve the agenda. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1	Chair Amanda Moore
III. COMMUNICATIONS Information Item As we begin another exciting school year, we extend our sincere appreciation to the many community partners who have supported our students, families, and schools. Their generosity and commitment help make a strong start possible for everyone. A special thank you to Hwy 231 & Patterson Park, His Holy Hill, Family Worship Center, The Experience Church, and Murfreesboro Muslim Youth for their continued support of our students and families. Our teacher supply room is stocked and ready to serve educators across the district. We are grateful for the donations and support provided by United Way's Stuff the Bus campaign, the Tennessee Comptroller's Office, Keller Williams - The Yates Team, and NHC. Their contributions help ensure our teachers have access to much-needed classroom supplies. Thank you to First Presbyterian Church for hosting a back-to-school food drive to help stock our backpack program and provide additional support for families in need. The Resource Center is ready for the school year. We are excited to share that more than 125 families participated in our first Parent University session, a Kindergarten Back-to-School Zoom event. The full Parent University schedule is now available on the Murfreesboro City Schools website.	Mrs. Lisa Trail

The next Upcoming Parent University Session on Mobile Device Safety is Thursday, September 10 at noon 12:00 p.m. via Zoom. From first phones to favorite apps, children are growing up in a digital world. Join us for a parent-focused online session that will explore common online risks, healthy screen-time habits, parental controls, and strategies for having open, age-appropriate conversations about your child's online experiences. TN College of Applied Technology in Shelbyville donated school supplies to Bradley Academy honoring Nurse Megan who is a graduate of that program. Thank you to Kingwood Church of Christ, Twelve Stone Infusion, City Tile, North Boulevard Church of Christ, Peace of Mind Counseling and Consulting, Whataburger on Medical Center, and Experience Community Church for serving Northfield Elementary School as their community partners.	
A. The Best of MCS: Ms. Angela Case, Attendance and Data Management Secretary at Northfield Elementary Procedural Item	Dr. Trey Duke
B. Spotlight on Education: Ms. Jaclyn Saunders - Summer Feeding Update Procedural Item Ms. Saunders presented a PowerPoint update to the Board regarding the Summer Feeding Program, highlighting program activities and outcomes.	Jaclyn Saunders
IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda. This motion, made by Ms. Barbara Long and seconded by Mrs. Jeanette Price, passed. Yea: 6, Nay: 0, Absent: 1	Chair Amanda Moore
A. Approval of 7-28-26 Board Minutes Consent Item	
B. Approval of Contract-Singlewire Consent Item	
C. Approval of TopRight Telecom Trade-In Agreement Consent Item	
D. Second Reading of Board Policies Consent Item	
i. Approval of Board Policy 2.100, <i>Fiscal Management Goals</i>, on Second Reading Consent Item	
ii. Approval of Board Policy 4.6031, <i>Promotion and Retention Based on TCAP Results</i>, on Second Reading Consent Item	
iii. Approval of Board Policy 5.200, <i>Separation Practices for Tenured Teachers</i>, and Board Policy 5.201, <i>Separation Practices for Non-Tenured Teachers</i>, on Second Reading Consent Item	
iv. Approval of Board Policy 6.202, <i>Home Schools</i>, on Second Reading Consent Item	
v. Approval of Board Policy 6.306, <i>Interference/Disruption of School Activities</i>, on Second Reading Consent Item	
vi. Approval of Board Policy 6.4053, <i>Private Pay Applied Behavior Analysis Services</i>, on Second Reading Consent Item	

E. Approval of Surplus Property Disposal Consent Item	
V. ACTION ITEMS Action Item	Chair Amanda Moore
A. Approval of Board Policy 5.310, <i>Vacations and Holidays</i> , on Second Reading Action Item Motion to approve Board Policy 5.310, Vacations and Holidays, on Second Reading. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1	Dr. Trey Duke
B. Approval of Age of Learning Contract Action Item Motion to approve Age of Learning Contract. This motion, made by Ms. Barbara Long and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1 Board Chair Amanda Moore inquired about how the program aligns with the district's recent emphasis on digital instructional resources. Dr. Duke explained that the program will be used primarily within the Extended School Program (ESP), while K-2 teachers will also have access to it for small group instruction. He noted that the program was included on the list of vetted instructional resources recently provided to the Board and was selected, in part, because it can also be utilized during the school day. Board Member Barbara Long asked whether the program aligns with classroom instruction. Dr. Duke confirmed that it does, explaining that the program serves as a supplemental resource designed to help students address specific learning gaps.	Dr. Trey Duke
C. Approval of Communities in Schools Service Agreement for Mitchell Neilson Elementary Action Item Motion to approve Communities in Schools Service Agreement for Mitchell-Neilson Elementary. This motion, made by Ms. Barbara Long and seconded by Mrs. Jeanette Price, passed. Yea: 6, Nay: 0, Absent: 1 Since this is a new partnership, Dr. Duke shared a PowerPoint overview of the program with the Board to provide background information regarding Communities in Schools and the positive impact this group will have for students and families. Ms. Ella Weaver from United Way and Ms. Deborah Holmes, Vice President for Community and Schools were also in attendance to speak on the program. Board Vice Chair Butch Campbell asked if the program could be expanded to other schools in our district. Dr. Duke said that was a possibility. Board Member Karen Dodd asked if employees with this program would be background checked and Dr. Duke said yes, we have an MOU with this group and they will all go through background checks. Board Member Barbara Long asked how many employees this program would have. Dr. Duke said that the program includes one full-time employee, a program director, on the Mitchell Neilson campus. Board Chair Amanda Moore how will we measure that this program is a good model, and we want to expand it to another location. Ms. Holmes came to the podium to answer questions. She said that we would receive an end of the year report with goals and how they	Dr. Trey Duke

were met as well as data points every quarter that she could share with the Board.	
D. Approval of Fastenal Statewide Contract 235 Action Item Present: Mr. David Settles. Motion to approve Fastenal Statewide Contract 235. This motion, made by Mr. David Settles and seconded by Mr. Jimmy Richardson III, passed. Yea: 7, Nay: 0	Dr. Trey Duke
E. Approval of Rutherford Collegiate Prep Transportation Agreement Action Item Motion to approve Rutherford Collegiate Prep Transportation Agreement. This motion, made by Mr. Butch Campbell and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0	Dr. Trey Duke
F. Approval of Internal Schools FY26 Accounts Payable Action Item Motion to approve Internal Schools FY26 Accounts Payable. This motion, made by Mrs. Jeanette Price and seconded by Ms. Barbara Long, passed. Yea: 7, Nay: 0	Dr. Trey Duke
G. Approval of Project Play Addendum - School Psychology Services Consent Item Motion to approve Project Play Addendum - School Psychology Services. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 7, Nay: 0	Dr. Trey Duke
H. Approval of Budget Amendement - FY27 AALN Grant Action Item Motion to approve the Budget Amendment for the FY27 AALN Grant. This motion, made by Ms. Barbara Long and seconded by Mrs. Jeanette Price, passed. Yea: 7, Nay: 0	Dr. Trey Duke
I. Approval of May 2026 Revenue and Expenditure Report Action Item Motion to approve the May 2026 Revenue and Expenditure Report. This motion, made by Mr. Butch Campbell and seconded by Ms. Karen Dodd, passed. Yea: 7, Nay: 0	Mr. Daniel Owens
VI. REPORTS AND INFORMATION Information Item	Chair Amanda Moore
A. Director's Update Information Item Dr. Duke said that the support we have received from our community partners over the last few weeks has been tremendous. He said that he enjoyed the different events that have taken place as the opening of school approached. He attended the Back to School Bash at Patterson Park and it was so encouraging to see all the families and community partners in attendance. He added that there is no reason for students in our community to not have needed school supplies, but if there are any in need, please call our office. Dr. Duke reported that today was the 2nd full day of school for first through sixth graders kindergarten and PreK 1/2 of them did their first phase in today and Friday will be our first full day with all students K-6 in the buildings. Dr. Duke reminded the Board that the next board meeting will be August 25th. He added that this is our annual board workshop that will begin at 5:00 p.m. at central office with lots of reports for the Board.	Dr. Trey Duke

Board Member David Settles said that there was an executive order signed concerning vaccines earlier in the week, and he wanted to know if we anticipate any direction from the State that will change what we have in place as far as our protocol for vaccines. Dr. Duke said that our vaccine schedule is dictated through State law and he has received no information on any changes at this time. He said that we will continue to make sure that our vaccine schedule is in line with State Law. Lauren Bush said that she would do some research and report back to the Board at the August 25th meeting. Dr. Duke said that this was a great chance to highlight that our school nurses are doing a tremendous job at the start of this school year and always under the direction of Ms. Brandie Garland.	
VII. OTHER BUSINESS Information Item	Chair Amanda Moore
A. Reminder of Upcoming Fall District Meeting: Information Item Board Chair Amanda Moore reminded the Board of the Upcoming Fall District Meeting: September 24, 2026 4:30 p.m.-7:00 p.m. at Jones Brummet Elementary, Lebanon Special 1530 Hartman Drive, Lebanon, TN All Board members have been registered. Deadline to cancel is September 10.	Chair Amanda Moore
VIII. ADJOURNMENT Action Item Motion to adjourn. This motion, made by Mr. Jimmy Richardson III and seconded by Mr. David Settles, passed. Yea: 7, Nay: 0 The meeting adjourned at 6:51 p.m.	Chair Amanda Moore

Director of Schools

Agenda Item Title: Surplus Items

Board Meeting Date: August 25, 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

- ☐ **Academic Success:** Raise academic achievement for all students across content areas by closing learning gaps and ensuring readiness for the next grade level so that every child is prepared for future success.
- ☐ **Ready to Learn:** Promote the success of every child by supporting their social, behavioral, and non-academic needs in partnership with families and the community so that students are ready to learn.
- ☐ **Highly Qualified Team:** Invest in the growth and retention of our employees so that every student benefits from a well-prepared and highly qualified team.
- ☒ **Operational Efficiency:** Ensure operational efficiency so that resources effectively support and enhance student learning.
- ☐ **District of Choice:** Strategically promote and expand the strengths and opportunities of our schools so that we are recognized as the district of choice for families.

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
Brother LX500 laminator					
Sharp Calculator					
Desk - broken - 2					
2 Stewes					
3 Student desk					
Metal file cabinet					
Chairs - 2 broken					
Exmark M5500					

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

Melina Maffett
Principal

School

NF

Date

8/14/26

Supervisor

Dee Bartlett

Date

8/17/26

Director of Schools

Bobby W. Duke IV

Date

8/17/26

Date

Board Chairman

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: _____

These projectors have been in the library on a cart and have not been used. They were purchased when OCE was built.

*Pictures attached

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EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Projector	OCE Tag 000000002	NEC	NP-M322W 2015	05201114RF	\$250 ?
Projector	NO Tag	Hitachi	model: CP-X5022 WNGF Serial: F4G002720		\$500 ?

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 OCE

Date 8/17/20

Supervisor

Date 8/17/26

Director of Schools

Date 7/12/26

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: _____



● Hitachi Maxell, Ltd.



Medwell Products China Co., Ltd. (중국)

800-800-0115



U20045



S. NO.
/S. NO.



CP-X5022WNGF *



* F4G002720 *

* CF-A-3000

This product contains a mercury lamp; do not put in the trash. For lamp recycling, go to www.lamprecycling.org. For disposal, contact your local government agency or (in Canada).

information, call 1-800-368-6868
WWW.EIAA.ORG
INSIGHT/PRECAUTION
TO QUALIFIED SERVICE

For more information, call 1-800-368-7262. **ADVERTISSEMENT/VOICEMAIL** **AUCUNE PÉNE**
 NO OPEN. REFER SERVING TO DO. **NO OPEN. REFER SERVING TO DO.**
 NO OPEN. REFER SERVING TO DO. **NO OPEN. REFER SERVING TO DO.**

WÄRMENISOLIERUNG

RISQUE DE CHOC ÉLECTRIQUE. POUR
PERSONNEL.

GLÜCKSWAND NICHT ENTFERNEN.

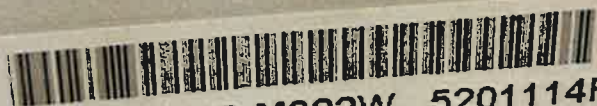
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MODEL No. NP-M322W 5201114RF
MANUFACTURED February 2015





Scales

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
5 Broken student chairs					
4 large wood locked cabinet				100403	
Student desk broke					
1 Broken teacher chair					
Light Speed tech audio (very old)					
1 dammy file cabinet (wood)					
3 small wood chairs (Troglen)					
1 Broke					
3 odd shape small tables (EI)					
10 Rectangular tables (					

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 Scales Date 8/12/26

Supervisor  Date 8/14/26

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: _____

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EQUIPMENT	TAG #	MFG. BY	MODEL #	SERIAL #	VALUE
Desk (gym office)		Unknown			\$10
PE Equipment (gym)		Unknown			\$15
Rolling chair (gym office)		Unknown			\$10
Rolling chair (workroom)		Unknown			\$10

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

Captain Bullard School Discovery School Date 8/5/26
Principal

Supervisor Date _____

DS Date 8/10/26
Assistant Superintendent of School Operations or Director of Technology

Bobby W. Burke III Date 8/10/26
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: _____

Dena Thomas

From: Caitlin Bullard
Sent: Wednesday, August 5, 2026 12:24 PM
To: Dena Thomas
Subject: Surplus Form
Attachments: Surplus Form Discovery 8-5-26.pdf

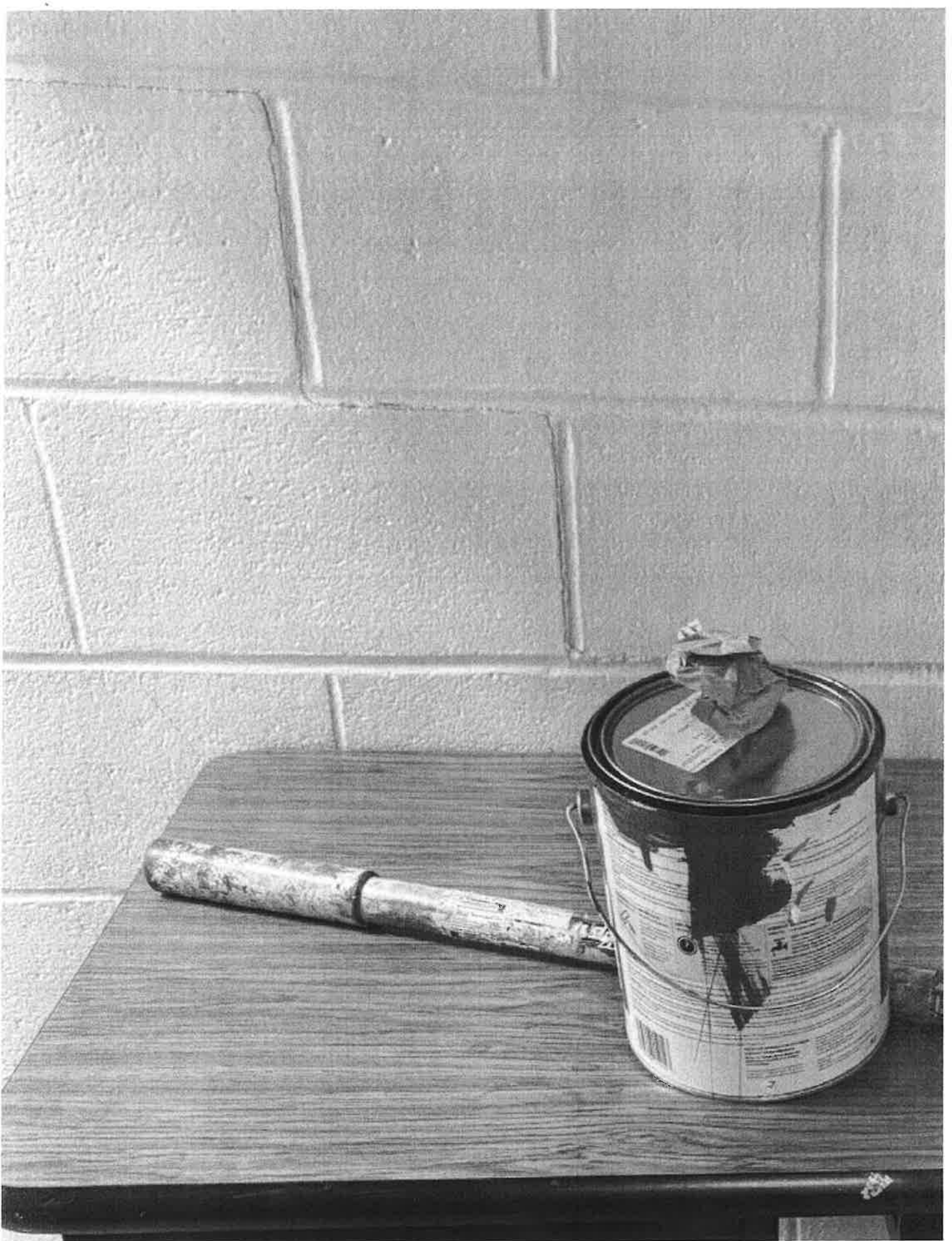
Good morning,

Please find a surplus form attached here.

Thanks!

Caitlin Bullard, Ed.D.
Principal
Discovery School

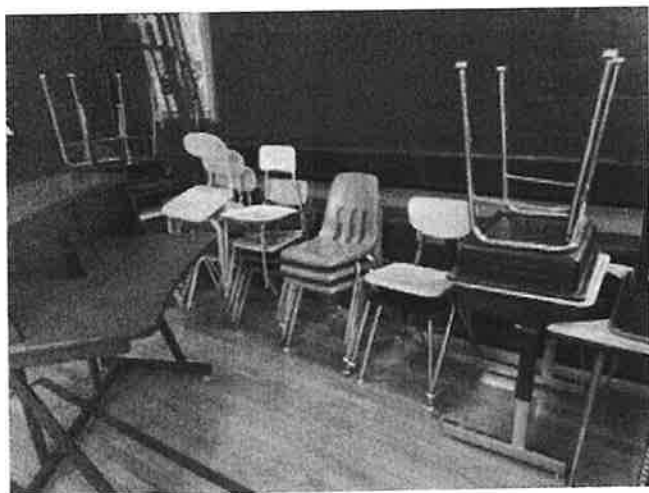
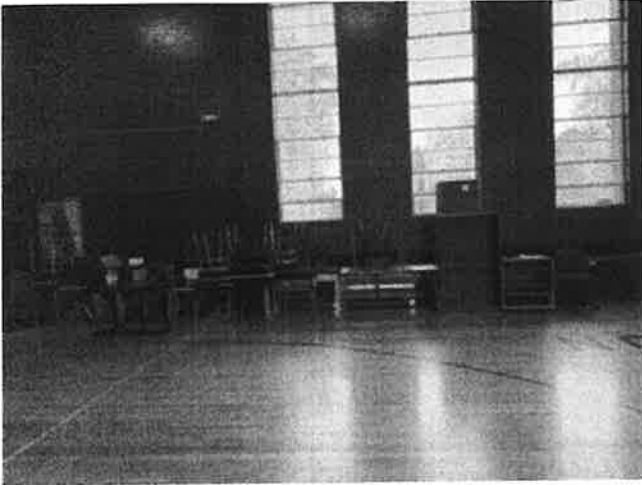
Mission: To creatively challenge students to explore, discover, and develop their personal and academic potential.





Dena Thomas

From: Sherry Givens
Sent: Thursday, August 6, 2026 8:43 AM
To: Dena Thomas
Subject: MNElem Disposal of Assets-MNE GYM 8-6-2026
Attachments: MNElem Gym Disposal 8-6-26.pdf





Dena,
Disposal of Assets form attached.
The 1st photo is everything, then I took some others to show close up what all is there.
Thanks!

Sherry Givens, Bookkeeper
Mitchell-Neilson Schools
(615) 890-7841
sherry.givens@cityschools.net

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

- 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.**

library
furniture

Principal Andrea Og School Scales Date 8/17/20

Principal [Signature] Date 8/18/26
Supervisor _____

Bobby Duke III Date 8/19/26
Director of Schools

Board Chairman

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: Sixth Grade English Language Arts Additional Duties Stipend Agreement

Board Meeting Date: August 25, 2026

Department: Director's Office

Presented by: Dr. Trey Duke

Board Agenda Category:

- Consent Agenda ☐
- Action Item ☒
- Reports and Information ☐

Requires City Council Approval: Yes ☐ No ☒

Summary

The sixth-grade instructional model at Northfield previously divided mathematics and English Language Arts (“ELA”) instruction between two teachers. Following the reassignment of the teacher responsible for ELA instruction to another school, an additional instructional need exists for the remainder of the 2026-2027 school year. To maintain continuity of instruction, MCS proposes assigning the additional sixth-grade ELA duties to Luke Dickerson in addition to existing responsibilities. Under the proposed stipend agreement, the employee will receive \$1,200.00 per month for nine months, beginning in September 2026 and continuing through May 2027, for a total not to exceed \$10,800.00. The employee will be responsible for planning and delivering ELA instruction, preparing materials, assessing student progress, grading, maintaining records, and communicating with parents and staff.

Staff Recommendation

Staff recommends that the Board approve the Sixth Grade English Language Arts Additional Duties Stipend Agreement.

Fiscal Impact

The fiscal impact will not exceed \$10,800.00. The stipend will be paid in nine monthly installments of \$1,200.00 from September 2026 through May 2027 and will be funded through the General Purpose budget.

Connection to MCS's Five-Year Strategic Plan

- ☒ **Academic Success:** Raise academic achievement for all students across content areas by closing learning gaps and ensuring readiness for the next grade level so that every child is prepared for future success.
- ☐ **Ready to Learn:** Promote the success of every child by supporting their social, behavioral, and non-academic needs in partnership with families and the community so that students are ready to learn.
- ☐ **Highly Qualified Team:** Invest in the growth and retention of our employees so that every student benefits from a well-prepared and highly qualified team.
- ☐ **Operational Efficiency:** Ensure operational efficiency so that resources effectively support and enhance student learning.
- ☐ **District of Choice:** Strategically promote and expand the strengths and opportunities of our schools so that we are recognized as the district of choice for families.



Additional Duties Stipend Agreement 2026-2027 School Year

This agreement between Murfreesboro City Schools and Luke Dickerson is established to provide a stipend for the assignment of additional sixth-grade English Language Arts (ELA) teaching duties necessitated by District staffing needs during the 2026-2027 school year. Employee's salary, benefits, and employment responsibilities for their regular duties will continue to be governed by the Employee's 2026-2027 employment contract with Murfreesboro City Schools.

Term. This agreement shall be effective beginning September 1, 2026, and shall terminate upon completion of the assigned duties, May 31, 2027, or the District's reassignment of the additional ELA duties, whichever first occurs.

Compensation. Employee shall receive a stipend of One Thousand Two Hundred Dollars (\$1,200.00) per month for the performance of the additional duties described below. The stipend shall be paid once per month for nine (9) months, beginning in September 2026 and continuing through May 2027, for a total stipend not to exceed Ten Thousand Eight Hundred Dollars (\$10,800.00).

Such compensation shall be in addition to the Employee's regular salary and shall be subject to all applicable taxes, withholdings, and payroll deductions. In the event this agreement is terminated before the end of a month, the Employee shall be paid a prorated amount based upon the additional duties actually performed during that month. For purposes of proration, the daily stipend rate shall equal \$1,200.00 divided by the number of Employee workdays scheduled for the applicable month. If this agreement terminates before the end of the school year, future stipend payments shall cease as of the effective date of termination, and Employee shall receive only the prorated compensation earned through that date. Any overpayment shall be addressed in accordance with applicable law and District payroll procedures. No deduction from Employee's wages shall be made without any authorization required by law.

Qualifications, Duties, and Responsibilities. Employee must be qualified and appropriately licensed to provide the assigned instruction within the State of Tennessee. In addition to the Employee's regular duties, Employee shall be responsible for providing ELA instruction to the assigned sixth-grade students. These additional duties include:

1. Planning and delivering standards-aligned sixth-grade ELA instruction;
2. Preparing instructional materials and assignments;
3. Assessing and monitoring student progress;
4. Grading assignments and maintaining accurate student records;
5. Communicating with parents or guardians and staff regarding student performance and progress, as necessary;
6. Participating in required meetings and collaborative planning related to the assigned students; and
7. Performing other duties reasonably necessary to provide the assigned sixth-grade ELA instruction.

Rights and Limitations. This agreement does not grant to Employee any property interest in the stipend amount or stipend agreement and is completely separate and severable from any other contract between Employee and the District. The additional assignment and stipend provided by this agreement, not Employee's underlying employment with the District, may be terminated by either party at any time, with or without cause, subject to the notice provisions below. No greater rights are provided by this agreement, unless expressly provided herein. If this agreement is terminated by Employee, Employee is required to provide fourteen (14) days prior written notice to the Director of Schools. If this agreement is terminated by the District, the Director of Schools shall provide Employee with written notice of termination. No such notice is required upon the ending of the agreement at the conclusion of the 2026-2027 school year. Employee has no right to the renewal of the agreement or assignment. Termination of this agreement by either party shall not constitute cause for termination of any separate employment contract between Employee and the District.

MURFREESBORO CITY SCHOOLS

Bobby N. Duke, III
Director of Schools

Date

EMPLOYEE

Luke Dickerson

Date

Agenda Item Title: FY7 Budget Amendment – Early Childhood Education Funds

Board Meeting Date: August 25, 2026

Department: Finance and Instruction

Presented by: Trey Duke, Director

Board Agenda Category:

- | | |
|-------------------------|-------------------------------------|
| Consent Agenda | ☐ |
| Action Item | ☒ |
| Reports and Information | ☐ |

Requires City Council Approval: Yes ☒ No ☐

Summary

This amendment recognizes an additional \$33,924 of funding from TDOE for Early Childhood Education for our Voluntary PreK Program. The funds will be used to cover salaries and benefits for teachers within the program.

There are no programmatic changes or new positions

Staff Recommendation

To approve the FY27 budget amendment to receive these new funds.

Fiscal Impact

This will align expenditures within the Early Childhood Education program for FY27, and it does not affect fund balance. Total amount of new revenue is \$33,924, and it increases our Voluntary PreK allocation from \$1,085,683 to \$1,119,607.

Connection to MCS's Five-Year Strategic Plan

- ☒ **Academic Success:** Raise academic achievement for all students across content areas by closing learning gaps and ensuring readiness for the next grade level so that every child is prepared for future success.
- ☐ **Ready to Learn:** Promote the success of every child by supporting their social, behavioral, and non-academic needs in partnership with families and the community so that students are ready to learn.
- ☐ **Highly Qualified Team:** Invest in the growth and retention of our employees so that every student benefits from a well-prepared and highly qualified team.
- ☐ **Operational Efficiency:** Ensure operational efficiency so that resources effectively support and enhance student learning.
- ☐ **District of Choice:** Strategically promote and expand the strengths and opportunities of our schools so that we are recognized as the district of choice for families.

Murfreesboro City Schools Budget Amendment

General Purpose Schools Fund 141
Fiscal Year 2025-26

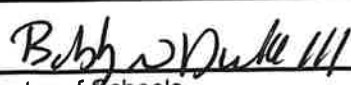
Account Number	Account Description	BUDGET AS PASSED OR PREV AMENDED	AMENDED BUDGET	AMENDMENT INCREASE (DECREASE)
<u>Revenues</u>				
141 R 46515	Early Childhood Education	1,085,683	1,119,607	33,924
Total Increase in Revenues		\$ 1,085,683	\$ 1,119,607	\$ 33,924

<u>Expenditures</u>				
141 E 73400 116	Teachers	\$ 834,513	\$ 861,595	\$ 27,082
141 E 73400 201	Social Security	51,740	\$ 53,419	1,679
141 E 73400 204	Retirement	54,791	\$ 60,549	5,758
141 E 73400 206	Life Insurance	2,000	\$ 2,895	895
141 E 73400 207	Medical Insurance	124,098	\$ 122,878	(1,220)
141 E 73400 208	Dental Insurance	3,420	\$ 3,152	(268)
141 E 73400 212	Medicare	12,100	\$ 12,493	393
141 E 73400 217	Hybrid Retirement	3,021	\$ 2,626	(395)
Total Increase in Expenditure		\$ 1,085,683	\$ 1,119,607	\$ 33,924

CHANGE IN FUND BALANCE (CASH) -

MCS received the corrected FY27 allocation from the Tennessee Department of Education for VPK.
The new amount will cover current expenditures in Teachers and related benefits.

 8/20/26
Reviewed by Finance Director/Finance Manager Date

Approved	☒		8/20/26
		Director of Schools	Date
Declined	☐		

Agenda Item Title: Board Policy 5.3031, *Leave for Religious Observance*, on first reading

Board Meeting Date: August 25, 2026

Department: Director's Office

Presented by: Dr. Trey Duke

Board Agenda Category:

- | | |
|-------------------------|-------------------------------------|
| Consent Agenda | ☐ |
| Action Item | ☒ |
| Reports and Information | ☐ |

Requires City Council Approval: Yes ☐ No ☒

Summary

Board Policy 5.3031 was revised to remove the option to use sick leave for religious leave, consistent with the earlier revision to Board Policy 5.302 aligning the definition of “sick leave” with state law.

Staff Recommendation

Approve Changes to Board Policy 5.3031, *Leave for Religious Observance*, on first reading

Fiscal Impact

No anticipated fiscal impact

Connection to MCS's Five-Year Strategic Plan

- ☐ **Academic Success:** Raise academic achievement for all students across content areas by closing learning gaps and ensuring readiness for the next grade level so that every child is prepared for future success.
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Murfreesboro City School Board

Monitoring:
**Review: Annually, in
January**

Descriptor Term:
Leave for Religious Observance

Descriptor Code:
5.3031

Issued Date:
05/28/24

Rescinds:

Issued:

General

To the extent that modifications in work schedules do not interfere with the efficient operation of the school system, an employee whose personal religious beliefs require that he or she abstain from work at certain times of the workday or workweek must be permitted to work alternative work hours so that the employee can meet the religious obligation. Any hours worked in lieu of the normal work schedule do not create any entitlement to overtime pay.

PROCESS FOR REQUESTING A SCHEDULE ACCOMODATION

An employee whose religious beliefs and/or practices conflict with their work schedule shall submit a written request for an accommodation. The immediate supervisor will evaluate the request considering whether a work conflict exists due to a sincerely held religious belief or practice and whether an accommodation is available that is reasonable and that would not create an undue hardship. Employee may be allowed to take unpaid leave or; accrued vacation or personal leave, ~~or sick leave as allowed by Board Policy 5.302.~~

The supervisor and employee will meet to discuss the request and decision on an accommodation. If the employee accepts the proposed religious accommodation, the immediate supervisor will implement the decision. If the employee rejects the proposed accommodation, he or she may appeal this decision to the Director of Schools. Any denial of such accommodation must be given to the employee in writing.

Legal References

1. [Title VII, 42 U.S.C. Sec. 2000e-1\(a\)](#)

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