



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – August 27, 2019 – 5:00 p.m.
Sharon Dixon Gentry, EdD, Chair

I. CONVENE and ACTION

- A. Call to Order
- B. Pledge of Allegiance
- C. Quorum Validation
- D. Adoption of the Agenda

II. GOVERNANCE ISSUES- OUR ORGANIZATION

- A. Actions
 - 1. Consent
 - a. Approval of Minutes – 08/13/2019 – Regular Meeting
 - b. Recommended Approval of Supplement #4 for John Overton High School Additions and Renovations – TM Partners, PLLC
 - c. Recommended Approval of Change Order #8 for John Overton High School Additions and Renovations – American Constructors, Inc.
 - d. Awarding of Purchases and Contracts
 - 1. AT&T
 - 2. Basis Policy Research
 - 3. Ceramic Techniques
 - 4. Cigna Health and Life Insurance Company (CHLIC), Allegiance COBRA Services, Inc., & HealthSpring Life and Health Insurance Company, Inc.
 - 5. Claim Technologies Inc.
 - 6. EyeMed Vision Care
 - 7. Global Payments, Inc. dba Heartland School Solutions
 - 8. Institutional Wholesale Co. Inc. (2 contracts)
 - 9. Lipscomb University
 - 10. Metis Associates, Inc.
 - 11. Mid-South Bus Center Inc.
 - 12. Multi-Health Systems Inc.
 - 13. NCS Pearson, Inc.
 - 14. Riddell Sports
 - 15. Riverside Assessments, LLC dba Riverside Insights
 - 16. Tennessee Department of Human Services
 - 17. The Grant Evaluation Group, Inc. dba The Evaluation Group
 - 18. The Woodway Fisher Group
 - 19. University of Pittsburgh dba Institute for Learning
 - 20. Vanderbilt University Medical Center
 - 21. Waste Management of Tennessee Inc.
 - e. Legal Settlement Claim L-16748 (\$16,000)
 - f. Legal Settlement Claim L-16550 (\$30,000)
 - g. Legal Settlement Claim L-15939 (\$225,000)
 - h. Legal Settlement Claim (\$12,000)
 - i. Legal Settlement Claim (\$35,000)
 - 2. Knowledge Academies

Metropolitan Board of Public Education

Agenda

August 27, 2019

III. DIRECTOR'S REPORT

A. ACT Strategic Plan

B. HR Update

IV. WRITTEN INFORMATION TO THE BOARD

A. Sales Tax Collections as of August 20, 2019

V. ANNOUNCEMENTS

VI. ADJOURNMENT

METROPOLITAN BOARD OF PUBLIC EDUCATION MEETING – August 13, 2019

Members present – Rachael Anne Elrod, Jill Speering, Christiane Buggs (Vice-chair), Fran Bush, Amy Frogge, Gini Pupo-Walker, Sharon Gentry (Chair), Adrienne Battle

Members absent – Will Pinkston

Meeting called to order at 5:00 p.m.

CONVENE and ACTION

- A. Call to Order
Dr. Gentry called the meeting to order.
- B. Pledge of Allegiance
Led by Judge Shelia Calloway.
- C. Quorum Validation
There was a quorum present at the meeting.
- D. Adoption of the Agenda

AND THE GOOD NEWS IS...

- A. Tennessee Ambassadors for Music Program - The recognized the following students who participated in the TN Ambassadors for Music program:
 - a. McGavock High School
 - i. Patrick Thordsen
 - ii. Joey Tosh
 - iii. Paul Calloway II
 - b. Antioch High School
 - i. Robert Watkins
 - ii. Luke Sweat
 - iii. Javier Ortiz
 - iv. Shelby Hibbs
- B. McGavock High School Ambassadors – The following students gave the Board a brief update on each of their academies.
 - a. Laura Botros, Hospitality and Tourism Management pathway
 - b. Samantha Altidort, Medical Therapeutic Services pathway
 - c. Nathan Karaszewski, Aviation Flight pathway
- C. East Nashville High School Girls Track Team – State Champions

PUBLIC PARTICIPATION

- A. Stephanie Rodriguez – Ms. Rodriguez addressed the Board concerning Limitless Library. She asked the Board to encourage teacher use of the services of Limitless Library.
- B. Kristina Spoto – Ms. Spoto addressed the Board concerning Knowledge Academies. She gave a brief overview of her experience while serving as a teacher at Knowledge Academies.

GOVERNANCE ISSUES

- A. Consent
 - a. **Approval of Minutes – 07/09/2019 – Regular Meeting**
 - b. **Recommended Approval of Memorandum of Understanding (MOU) between MNPS and Metropolitan Transit Authority (MTA) and Metro Public Works (MPW)**
 - c. **Recommended Award of Contract for Boiler Replacement at Thurgood Marshall Middle School – Tennessee Elite Mechanical, LLC**
 - d. **Recommended Award of Contract for HVAC Upgrades at Julia Green Elementary School –Brymak & Associates, Inc.**
 - e. **Recommended Award of Contract for Lighting Upgrades at Johnson Alternative Learning Center – Enterprise Solutions**
 - f. **Recommended Approval of Change Order #1 for Maplewood High School Stadium and Track Improvements –Carter Group LLC**
 - g. **Recommended Approval of Request #7 for Small Scope Projects at Various Schools (Amqui Elementary School Structural Repairs) – Bomar Construction Company**
 - h. **Recommended Approval of Request #8 for Small Scope Projects at Various Schools (Paragon Mills Elementary School Canopy) – SouthLand Constructors, Inc.**
 - i. **Awarding of Purchases and Contracts**
 - 1. **Achieve3000**
 - 2. **Applicant Insight, Inc.**
 - 3. **Applied Maintenance Supplies & Solutions**
 - 4. **Barnes & Noble Booksellers, Inc.**
 - 5. **Best One Tire of Nashville, Inc.**
 - 6. **Brentwood Services Administrators, Inc.**
 - 7. **CDW-G**
 - 8. **CMS Uniforms & Equipment Inc.**
 - 9. **Connecticut General Life Insurance Company (CIGNA)**
 - 10. **Coughlan Companies LLC, dba Capstone**
 - 11. **Cumberland International**
 - 12. **Curriculum Associates**
 - 13. **Dell Marketing (2 contracts)**
 - 14. **Dynamic Recycling of Tennessee LLC.**
 - 15. **Ferguson Enterprises, LLC**

16. **FleetPride Inc.**
17. **Franklin Covey Client Sales, Inc.**
18. **Hazelden Betty Ford Foundation**
19. **Home Depot/USA Inc.**
20. **Imagine Learning Inc.**
21. **Industrial Staffing of Tennessee**
22. **IXL Learning**
23. **Jarrett Builders Inc.**
24. **Jigsaw Learning LLC dba TeachTown**
25. **Kinems, Inc.**
26. **KIPP Nashville, Nonprofit LLC**
27. **Lawrence Glass**
28. **Learning Without Tears**
29. **Mid-Tenn Ford**
30. **NCS Pearson, Inc.**
31. **Neely Coble Company Inc.**
32. **Parman Energy**
33. **Personal Computer Systems Inc.**
34. **Positive Action, Inc.**
35. **Praters Inc.**
36. **QuaverMusic.com, LLC**
37. **Rush Truck Center of Nashville**
38. **Snider Fleet Solutions**
39. **TEKSystems**
40. **University of Pittsburgh dba Institute for Learning**

j. Board Policies

- 1.1021 Boardmanship Code of Ethics**
- 1.804 Drug-Free Workplace and Duty to Report**
- 2.403 Surplus Property Sales**
- 2.601 Fundraising Activities**
- 3.202 Emergency Preparedness Plan**
- 3.212 District Water Testing**
- 3.218 Service animals in District Facilities**
- 3.401 Transportation Eligibility, Scheduling, and Routing**
- 4.200 Curriculum Development**
- 4.202 Special Education**
- 4.203 Additional Credit Opportunities**
- 4.204 Summer School**
- 4.206 Special Programs**
- 4.207 English Learners**
- 4.210 Credit Recovery**
- 4.302 Field Trips/Excursions/Competitions**
- 4.401 Textbooks and Instructional Materials**
- 4.500 Community Instructional Materials**
- ~~**4.601 Reporting Student Progress**~~
- 4.602 Honor Roll, Awards, and Class Rank**

4.603 Promotion and Retention
4.604 Credit for Prior Courses
4.605 Graduation Requirements
4.606 Graduation Activities
4.700 Testing Programs
4.802 Student Facility Equal Access
5.200 Separation Practices for Tenured Teachers
5.201 Separation Practices for Non-Tenured Teachers
5.305 Family and Medical Leave
6.201 Compulsory Attendance Ages
6.203 School Admissions
6.204 Attendance of Non-Resident Students
6.206 Transfers Within the System
6.308 Bus Safety and Conduct
6.400 Promoting Student Welfare
6.412 Emergency Allergy Response Plan
6.4051 Glucagon and Anti-Seizure Medication
6.500 Special Education Students
6.506 Students from Military Families
6.600 Student Records
6.601 Student Records Annual Notification of Right

k. Additional Educator Eligible for Tenure

Ms. Buggs read the consent agenda.

Motion to approve the consent agenda as read.

By Sharon Gentry, Gini Pupo Walker seconded

Motion Passes

Vote: 8-0 Unanimous

B. Certify Teacher Dismissal Charges: Mary Cottingham

Motion to certify dismissal charges of Mary Cottingham.

By Anna Shepherd, seconded Christiane Buggs

Motion Passes

Vote: 8-0 Unanimous

C. Knowledge Academies

Ms. Harkey gave the Board a brief update on Knowledge Academies.

Mr. Queen gave a presentation on the current status of Knowledge Academies.

Ms. Bush gave notice that the revocation of Knowledge Academies charter school would be added to the next board agenda.

DIRECTOR’S REPORT

A. Opening of Schools Update – Dr. Battle gave a brief Opening of Schools report. Dr. Changas gave a brief update on TN ready data.

ANNOUNCEMENTS

- A. Ms. Bush congratulated the Reward Schools in her district: Cane Ridge Elementary, Lakeview Elementary, and KIPP Academy Elementary Schools.
- B. Ms. Shepherd thanked the McGavock Coalition for their continued support of McGavock High School.
- C. Ms. Shepherd thanked the McGavock High School PTO for sponsoring a breakfast for teachers and staff.
- D. Ms. Elrod congratulated the Reward Schools in her district: Granberry Elementary, Tusculum Elementary, Crieve Hall Elementary, and Valor.
- E. Ms. Pupo-Walker congratulated the Reward Schools in her district: Eakin Elementary, Glendale Elementary and Percy Priest Elementary Schools.
- F. Ms. Frogge congratulated the Reward Schools in her district: Gower Elementary, Harpeth Valley Elementary, Sylvan Park Elementary and Westmeade Elementary Schools.
- G. Ms. Buggs asked the community to support the district in advocate for a fully funded schools district.

WRITTEN INFORMATION TO THE BOARD

- A. Sales Tax Collections as of June 20, 2019

Ms. Frogge adjourned the meeting at 6:55 p.m.



Chris M. Henson
Board Secretary

Sharon Gentry Date
Board Chair

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. RECOMMENDED APPROVAL OF SUPPLEMENT #4 FOR JOHN OVERTON HIGH SCHOOL ADDITIONS & RENOVATIONS – TM PARTNERS, PLLC

We are requesting approval to make the following changes to this contract:

1. Provide Design drawings for a home dugout and a visitor's dugout at the OHS softball field.
2. Provide Design drawings for a restroom and concessions building between the soccer field and softball field.

Total \$70,514

It is recommended that this supplement be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80404215

DATE: August 27, 2019

c. RECOMMENDED APPROVAL OF CHANGE ORDER #8 FOR JOHN OVERTON HIGH SCHOOL ADDITIONS AND RENOVATIONS – AMERICAN CONSTRUCTORS

We are requesting approval to make the following changes to this contract:

Adjustment to contract amount due to Softball Dugout/ADA Renovations

Total \$242,265

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80404215

DATE: August 27, 2019

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: AT&T

SERVICE/GOODS (SOW): Contract for local phone service to support landline needs, such as in elevators and for alarms.

SOURCING METHOD: RFP by Metro Government

TERM: August 28, 2019 through August 27, 2024

FOR WHOM: All MNPS land line phones

COMPENSATION: Total compensation under this contract is not to exceed \$240,000 per year.

OVERSIGHT: Technology & Information Services

EVALUATION: Quality and effectiveness of services provided.

MBPE CONTRACT NUMBER: Metro Government 391064

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Basis Policy Research, LLC

SERVICE/GOODS (SOW): To conduct context, input, process, product evaluations, developmental evaluation, grant compliance, and other evaluations using logics suitable for qualitative, mixed methods, as well as quantitative research.

SOURCING METHOD: RFP 19-62

TERM: November 1, 2019 through October 31, 2024

FOR WHOM: Federal Programs

COMPENSATION: Contractor shall be paid in accordance with Attachment C of the contract.

Total compensation under this contract is not to exceed \$250,000.

OVERSIGHT: Federal Programs

EVALUATION: Adherence to the scope of work requirements/specifications, constraints on the Contractor, and Contractor personnel requirements as defined in Attachment A of the contract.

MBPE CONTRACT NUMBER: 2-255214-02

SOURCE OF FUNDS: Various

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Ceramic Techniques

SERVICE/GOODS (SOW): Kiln installation, servicing, and repair as needed.

SOURCING METHOD: Sole Source

TERM: August 28, 2019 through August 27, 2024

FOR WHOM: All MNPS schools

COMPENSATION: Contractor to be paid:

- Paragon TNF 82-3 Kiln - \$2,113 (includes new kiln and labor for install)
- Kiln Furniture kit - \$232
- Downdraft Exhaust system, single - \$720 (\$545 parts, \$175 service call/labor)
- Dual Exhaust kit - \$210 (\$160 parts, \$50 additional labor)
- Non-combustible flooring treatment - \$65
- Service Call - \$80
- Labor - \$65 per hour
- Parts - Cost

Total compensation under this contract is not to exceed \$100,000.

OVERSIGHT: Facility & Grounds Maintenance

EVALUATION: Quality and timeliness of installation, service and repairs.

MBPE CONTRACT NUMBER: 2-174460-00

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

- (4) VENDOR: Cigna Health and Life Insurance Company (CHLIC),
Allegiance COBRA Services, Inc., and
HealthSpring Life and Health Insurance Company, Inc.

SERVICE/GOODS (SOW): Provision of group medical and pharmacy benefits for
certificated employees and retirees of Metro Nashville Public Schools.

SOURCING METHOD: RFP 19-51

TERM: January 1, 2020 through December 31, 2024

FOR WHOM: MNPS Certificated Employees and Certificated Retirees

COMPENSATION: Total compensation under this contract is not to exceed \$25,000,000.

OVERSIGHT: Human Resources - Employee Benefits

EVALUATION: Quality and effectiveness of services provided.

MBPE CONTRACT NUMBER: 2-473318-04

SOURCE OF FUNDS: Insurance Trust Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Claim Technologies Inc.

SERVICE/GOODS (SOW): Contractor to perform annual medical claim and pharmacy audit, and the audit of onsite medical vendor's billing/reimbursements to MNPS.

SOURCING METHOD: RFP 19-53

TERM: January 1, 2020 through December 31, 2024

FOR WHOM: Insurance Trust

COMPENSATION: Contractor shall be paid in accordance with Attachment C of the contract.

Total compensation under this contract is not to exceed \$700,000.

OVERSIGHT: Human Resources - Employee Benefits

EVALUATION: Contractor performance will be evaluated based on the successful completion of services as outlined in RFP 19-53, timeliness of communications, overall customer service, savings resulting from the service, and effectiveness in working with dependents.

MBPE CONTRACT NUMBER: 2-00381-01

SOURCE OF FUNDS: Insurance Trust Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: EyeMed Vision Care

SERVICE/GOODS (SOW): Vision Insurance for MNPS employees.

SOURCING METHOD: RFP 19-54

TERM: August 28, 2019 through August 27, 2024

FOR WHOM: MNPS Certificated Employees and Certificated Retirees

COMPENSATION: In accordance with Exhibit A.

Total compensation under this contract is not to exceed \$4,500,000.

OVERSIGHT: Human Resources - Employee Benefits

EVALUATION: Quality of services provided.

MBPE CONTRACT NUMBER: 2-170760-01

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: Global Payments, Inc. dba Heartland School Solutions

SERVICE/GOODS (SOW): Amendment #2 to increase contract value from \$165,000 to \$200,000 to ensure purchase of all menu boards needed to cover MNPS cafeterias. Contract is to provide hardware and support for digital menu boards for MNPS schools.

SOURCING METHOD: RFP 18-26

TERM: August 28, 2019 through October 9, 2019

FOR WHOM: MNPS Cafeterias

COMPENSATION: Amendment #2 increases the contract value by \$35,000.

Total compensation under this contract is not to exceed \$200,000.

OVERSIGHT: Nutrition Services

EVALUATION: Quality and timeliness of goods and services received.

MBPE CONTRACT NUMBER: 2-00753-00A2

SOURCE OF FUNDS: Nutrition Services Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: Institutional Wholesale Co. Inc.

SERVICE/GOODS (SOW): Purchase of disposable lunch trays on an as-needed basis.

SOURCING METHOD: ITB 19-21

TERM: August 28, 2019 through August 27, 2021

FOR WHOM: MNPS Cafeterias

COMPENSATION: In accordance with Exhibit A.

Total compensation under this contract is not to exceed \$4,000,000.

OVERSIGHT: Nutrition Services

EVALUATION: Quality and timeliness of products ordered.

MBPE CONTRACT NUMBER: 2-172501-12

SOURCE OF FUNDS: Nutrition Services Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: Institutional Wholesale Co. Inc.

SERVICE/GOODS (SOW): Purchase of general kitchen supplies on an as-needed basis.

SOURCING METHOD: ITB 19-20

TERM: August 28, 2019 through August 27, 2022

FOR WHOM: MNPS Cafeterias

COMPENSATION: In accordance with Exhibit A.

Total compensation under this contract is not to exceed \$6,000,000.

OVERSIGHT: Nutrition Services

EVALUATION: Quality and timeliness of products ordered.

MBPE CONTRACT NUMBER: 2-172501-13

SOURCE OF FUNDS: Nutrition Services Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(9) VENDOR: Lipscomb University

SERVICE/GOODS (SOW): Contractor to establish an English Language Learner teacher licensure program based in the district's Schools of Innovation.

SOURCING METHOD: RFP 19-61

TERM: October 1, 2019 through June 30, 2020

FOR WHOM: Antioch Middle School
McMurray Middle School

COMPENSATION: Contractor shall be paid in accordance with Attachment C of the contract.

Total compensation under this contract is not to exceed \$185,671.

OVERSIGHT: Federal Programs

EVALUATION: Based on Contractor's adherence to the scope of work and the quality of the services provided as well as achieving the anticipated outcomes described in Attachment A of the contract.

MBPE CONTRACT NUMBER: 2-544435-34

SOURCE OF FUNDS: School Level Improvement Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(10) VENDOR: Metis Associates, Inc.

SERVICE/GOODS (SOW): To conduct context, input, process, product evaluations, developmental evaluation, grant compliance, and other evaluations using logics suitable for qualitative, mixed methods, as well as quantitative research.

SOURCING METHOD: RFP 19-62

TERM: November 1, 2019 through October 31, 2024

FOR WHOM: Federal Programs

COMPENSATION: Contractor shall be paid in accordance with Attachment C of the contract.

Total compensation under this contract is not to exceed \$250,000.

OVERSIGHT: Federal Programs

EVALUATION: Adherence to the scope of work requirements/specifications, constraints on the Contractor, and Contractor personnel requirements as defined in Attachment A of the contract.

MBPE CONTRACT NUMBER: 2-282537-05

SOURCE OF FUNDS: Various

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(11) VENDOR: Mid-South Bus Center Inc.

SERVICE/GOODS (SOW): Contract is for the purchase of buses, as well as the trade-in of 12 current MNPS buses.

SOURCING METHOD: RFP 19-63

TERM: August 28, 2019 through August 27, 2020

FOR WHOM: MNPS students

COMPENSATION: Contractor shall be paid \$108,156 (bus price less trade-in value) for the first 12 buses purchased, then \$111,656 per bus for any and all other buses purchased form this contract.

Total compensation under this contract is not to exceed \$2,000,000.

OVERSIGHT: Transportation

EVALUATION: Quality and timeliness of goods provided.

MBPE CONTRACT NUMBER: 2-171347-12

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(12) VENDOR: Multi-Health Systems Inc.

SERVICE/GOODS (SOW): Contractor to provide various sole-sourced clinical assessment kits, test booklets, software, and manuals.

SOURCING METHOD: Sole Source

TERM: August 28, 2019 through August 27, 2024

FOR WHOM: Exceptional Education students

COMPENSATION: Contractor to be paid in accordance with Attachment A.

Total compensation under this contract is not to exceed \$60,000.

OVERSIGHT: Exceptional Education

EVALUATION: Based on the quality of the products provided and effectiveness of the products in classroom application.

MBPE CONTRACT NUMBER: 2-729234-03

SOURCE OF FUNDS: Operating Budget and Federal Funds – IDEA

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(13) VENDOR: NCS Pearson, Inc.

SERVICE/GOODS (SOW): Contractor to provide various sole-sourced clinical assessment kits, test booklets, software, and manuals.

SOURCING METHOD: Sole Source

TERM: August 28, 2019 through August 27, 2024

FOR WHOM: Exceptional Education students

COMPENSATION: Contractor to be paid in accordance with Attachment A.

Total compensation under this contract is not to exceed \$200,000.

OVERSIGHT: Exceptional Education

EVALUATION: Based on the quality of the products provided and effectiveness of the products in classroom application.

MBPE CONTRACT NUMBER: 2-404901-12

SOURCE OF FUNDS: Operating Budget and Federal Funds – IDEA

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(14) VENDOR: Riddell Sports

SERVICE/GOODS (SOW): Football Helmet Reconditioning.

SOURCING METHOD: The Interlocal Purchasing System (TIPS) Cooperative

TERM August 28, 2019 through June 30, 2020

FOR WHOM: All MNPS Middle and High Schools

COMPENSATION: Total compensation under this contract will not exceed \$90,000.

OVERSIGHT: Athletics

EVALUATION: Quality and timeliness of services provided.

MBPE CONTRACT NUMBER: TIPS Contract # 180404

SOURCE OF FUNDS: Operating Budget

d. AWARDING OF PURCHASES AND CONTRACTS

(15) VENDOR: Riverside Assessments, LLC dba Riverside Insights

SERVICE/GOODS (SOW): Contractor to provide various sole-sourced clinical assessment kits, test booklets, software, and manuals.

SOURCING METHOD: Sole Source

TERM: August 28, 2019 through August 27, 2024

FOR WHOM: Exceptional Education students

COMPENSATION: Contractor to be paid in accordance with Attachment A.

Total compensation under this contract is not to exceed \$150,000.

OVERSIGHT: Exceptional Education

EVALUATION: Based on the quality of the products provided and effectiveness of the products in classroom application.

MBPE CONTRACT NUMBER: 2-00806-00

SOURCE OF FUNDS: Operating Budget and Federal Funds – IDEA

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(16) VENDOR: Tennessee Department of Human Services

SERVICE/GOODS (SOW): Grant contract for the provision of Pre-Employment Transition Services ("Pre-ETS") School-to-Work program.

SOURCING METHOD: Grant

TERM: October 1, 2019 through September 30, 2020

FOR WHOM: MNPS Exceptional Education students enrolled in the Pre-ETS program

COMPENSATION: Total revenue received under this grant contract is not to exceed \$132,436.36.

OVERSIGHT: Exceptional Education and Federal Programs

EVALUATION: Timeliness of payments received.

MBPE CONTRACT NUMBER: 2-222414-03

SOURCE OF FUNDS: Revenue

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(17) VENDOR: The Grant Evaluation Group, Inc. dba The Evaluation Group

SERVICE/GOODS (SOW): To conduct context, input, process, product evaluations, developmental evaluation, grant compliance, and other evaluations using logics suitable for qualitative, mixed methods, as well as quantitative research.

SOURCING METHOD: RFP 19-62

TERM: November 1, 2019 through October 31, 2024

FOR WHOM: Federal Programs

COMPENSATION: Contractor shall be paid in accordance with Attachment C of the contract.

Total compensation under this contract is not to exceed \$250,000.

OVERSIGHT: Federal Programs

EVALUATION: Adherence to the scope of work requirements/specifications, constraints on the Contractor, and Contractor personnel requirements as defined in Attachment A of the contract.

MBPE CONTRACT NUMBER: 2-178037-01

SOURCE OF FUNDS: Various

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(18) VENDOR: The Woodway Fisher Group

SERVICE/GOODS (SOW): Contract provides services to advise, mentor, and coach the MNPS Director of Schools. Services include introductions to the leading national authorities in the academic field and provide advice on leadership and best practices.

SOURCING METHOD: RFP 19-73

TERM: September 1, 2019 through October 31, 2020

FOR WHOM: Director of Schools

COMPENSATION: Total compensation under this contract is not to exceed \$50,000.

OVERSIGHT: Director of Schools

EVALUATION: Quality of services provided.

CONTRACT NUMBER: TBD in R12

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(19) VENDOR: University of Pittsburgh dba Institute for Learning

SERVICE/GOODS (SOW): Amendment #1 to extend the contract term through September 9, 2023, increase the total compensation to \$284,195, add Attachment B to the contract, and add the Iran Divestment clause to the contract. Contract is for the provision of coaching and support of mathematics instruction for Magnet School Assistance Program ("MSAP") site coordinators and curriculum specialists during the course of the MSAP grant at five MNPS schools.

SOURCING METHOD: Amendment to a previously approved Board contract.

TERM: August 28, 2019 through September 9, 2023

FOR WHOM: MSAP site coordinators, curriculum specialists, and teachers

COMPENSATION: Contractor shall be paid in accordance with Attachment B of the contract. Amendment #1 increases the total compensation on the contract by \$255,870.

Total compensation under this contract is not to exceed \$284,195.

OVERSIGHT: Magnet Schools

EVALUATION: Quality and effectiveness of services provided.

MBPE CONTRACT NUMBER: 2-426810-04A1

SOURCE OF FUNDS: Federal – Magnet School Assistance Program (MSAP) Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(20) VENDOR: Vanderbilt University Medical Center

SERVICE/GOODS (SOW): Contract provides management of our onsite medical care and associated medical/wellness programs to certificated employees and retirees.

SOURCING METHOD: RFP 19-52

TERM: September 19, 2019 through September 18, 2024

FOR WHOM: For MNPS certificated employees and retirees

COMPENSATION: Total compensation under this contract is not to exceed \$24,000,000.

OVERSIGHT: Human Resources - Employee Benefits

EVALUATION: Quality of Services Provided

CONTRACT NUMBER: 2-243685-00 Addendum 8

SOURCE OF FUNDS: Insurance Trust Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(21) VENDOR: Waste Management of Tennessee Inc.

SERVICE/GOODS (SOW): For disposal of refuse.

SOURCING METHOD: Sole Source

TERM August 28, 2019 through June 30, 2020

FOR WHOM: All MNPS Schools and Buildings

COMPENSATION: Total compensation under this contract will not exceed \$50,000.

OVERSIGHT: Facilities & Maintenance

EVALUATION: Quality and timeliness of services provided.

MBPE CONTRACT NUMBER: Sole Source

SOURCE OF FUNDS: Operating Budget

Knowledge Academies

KA @ the Crossing – Knowledge Academy Knowledge High School

Office of Charter Schools

August 27, 2019



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Knowledge Academies Update

Enrollment						
School		Enrolled 2019	2020 Projection	Day 14	IC 8/22	8/27 Count
Knowledge Academy		262	259	232	204	184
KA@ the Crossings		273	325	255	223	212
Knowledge HS		334	367	293	210	153
Grand Total		869	951	780	646	549

Day 14 are self reported, IC are enrollments, 8/27 is student head count by charter office

Knowledge Academies self-reported vacancies as of 8/27/10

KA High School - 2 vacancies 2 Certificated and 0 Support

KA - 2 Vacancies 2 Certificated and 0 Support

KA @ The Crossing - 2 Vacancies 2 Certificated and 0 Support

The office of charter schools is working to verify through HR

Knowledge Academies

Verified Allegations:

1. Former Staff stated that they were underpaid, offered bonuses to wait for late payment, some not receiving promised stipends.
2. Premiere Cleaning Co. verified a loss of \$25,581.77 in unpaid services.
The Attorney for Premier reached out to KA for a payment agreement.
3. Legal contracts not honored nor paid out. As reported by KA Board Chair
4. Two parents verified scholarships were promised but not delivered.
5. Two former students verified they paid for warm-ups at \$130.00 each and did not receive the warm-ups or a \$130.00 refund.
6. Governing Board Chair James Bristol, Tennessean Interview acknowledges many issues including poor governing board oversight and low school performance.
7. Great Schools.org website reflects mostly negative comments from students, parents, and community. Posted in 2018-2019.
8. The NEI CMO Management Agreement. The term “Management” or “manage” is used 17 times in the NEI contract dated April 2, 2019.
-Article V (b)(iv) *“NEI shall operate and manage the charter school according to its annual budget”*. This CMO language requires a contract amendment.
9. School documents have been formally requested four times and have yet to be provided as requested. June 12, July 10, August 9, August 16

Information presented today is not all inclusive

Knowledge Academies

Committed a material violation of any conditions, standards, or procedures set forth in the charter agreement;

1. KA signed a Management Contract agreement with Nobel Education Initiative without communicating with the LEA. This constitutes a material change in the contract and would require a contract amendment.
2. KA failed to provide documentation as requested to the LEA after 4 attempts.
3. Former CEO (Art Fuller) failed to abide by governing board policy concerning contracts.

Failed to meet or make sufficient progress toward the performance expectations set forth in the charter agreement;

1. Knowledge High School- Identified as an ATSI School (Additional Targeted Support and Improvement) in 2018 and 2019. This is comparable to a Focus School
2. Knowledge Academy- Identified as Targeted Support and Improvement (TSI) 2019. This is comparable to a Focus School
3. KA@ the Crossings- Identified as Additional Targeted Support and Improvement (ATSI) 2018. This is comparable to a Focus School

Failed to meet generally accepted standards of fiscal management.

1. Staff reported postponed payroll in exchange for a bonus.
2. Parents reported schools failure to provide promised scholarships.
3. Staff reported being underpaid in payroll, stipends, and bonuses.
3. Two former students reported the school failed to provide warm ups or refund their \$130.00 costs.
4. KA board chair reported the intent to deny payment for legal contracts with vendors.
5. One vendor reported the failure to pay-negotiations ongoing for a payment agreement.

Knowledge Academies

Potential Student Migration

Zoned School	Knowledge Students	Projection	Day 14	Day 14+ Knowledge	Capacity	% of Day 14 +Plus Knowledge
John Overton High	10	1924	1968	1978	1980	99.9%
Thurgood Marshall Middle	26	902	959	985	911	108.1%
Margaret Allen Middle	52	457	481	533	551	96.7%
Cane Ridge High School	74	1708	1878	1952	1722	113.4%
John F. Kennedy Middle	85	768	804	889	899	98.9%
Apollo Middle	95	818	821	916	843	108.7%
Antioch High School	121	1890	1972	2093	2075	100.9%
Antioch Middle	135	719	787	922	742	124.3%
Grand Total	598					

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*This assumes all KA students attend traditional MNPS schools-Estimates only

Knowledge Academies

Timeline for Revoking a Charter Agreement

- **August 27, 2019** if the board votes to revoke the Charter Agreements for
Knowledge Academy
Knowledge Academies High School
K A @ The Crossing
- **August 28, 2019** - The Office of Charter Schools notifies Knowledge Academies Board Chair of the decision to revoke the 3 current contracts with Knowledge Academies, Inc.
- **August 28 -September 6, 2019** - A representative from Knowledge Academies, Inc. has ten (10) calendar days to file an appeal to the state board.
- **October 26-November 4, 2019** – The state board has sixty (60) days to conduct a de novo of the record review which will include a public hearing.
** it is our understanding that the recommendation will be made to the state board during this window*

Knowledge Academies

The Office of Charter Schools

MNPS ACT Strategic Plan

pre-K – 12

August 27, 2019



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“The ACT serves as a gateway to college and career in Tennessee, determining students’ eligibility for the HOPE scholarship, requirements for postsecondary remedial or developmental coursework, and sometimes entry-level salary.”

-TN Succeeds, Tennessee Department of Education Strategic Plan, 2018, p. 2

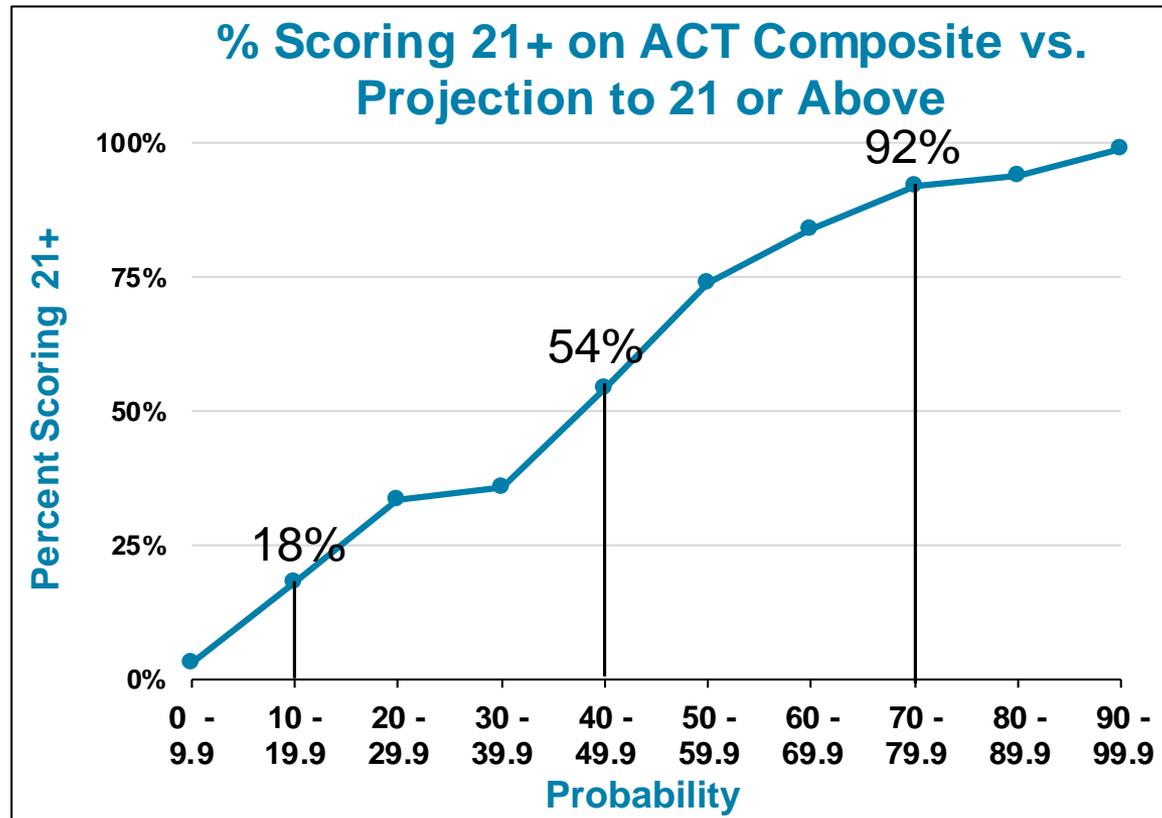
Current Progress

	Year		
	2016	2017	2018
# of Graduates	4394	4412	4605
# Tested	3865	4175	4352
Test Participation Rate	88%	95%	95%
# 21 or Higher (Composite)	1209	1297	1404
% 21 or Higher (Composite)	31.3%	31.1%	32.3%
Composite Average	18.7	18.8	18.9

2019 ACT Value Added

Test/Subject		# of Students	Growth Measure	Level
ACT	Composite	4007	0.3	Level 5
	English	4031	0.4	Level 5
	Math	4023	0.2	Level 5
	Reading	4019	0.5	Level 5
	Science/Reasoning	4008	0.2	Level 5

How Well Do 4th Grade TVAAS Projections Predict ACT Scores 7 Years Later?



Note: 2011 TVAAS Probabilities vs. 2018 ACT Scores

Beating the Odds

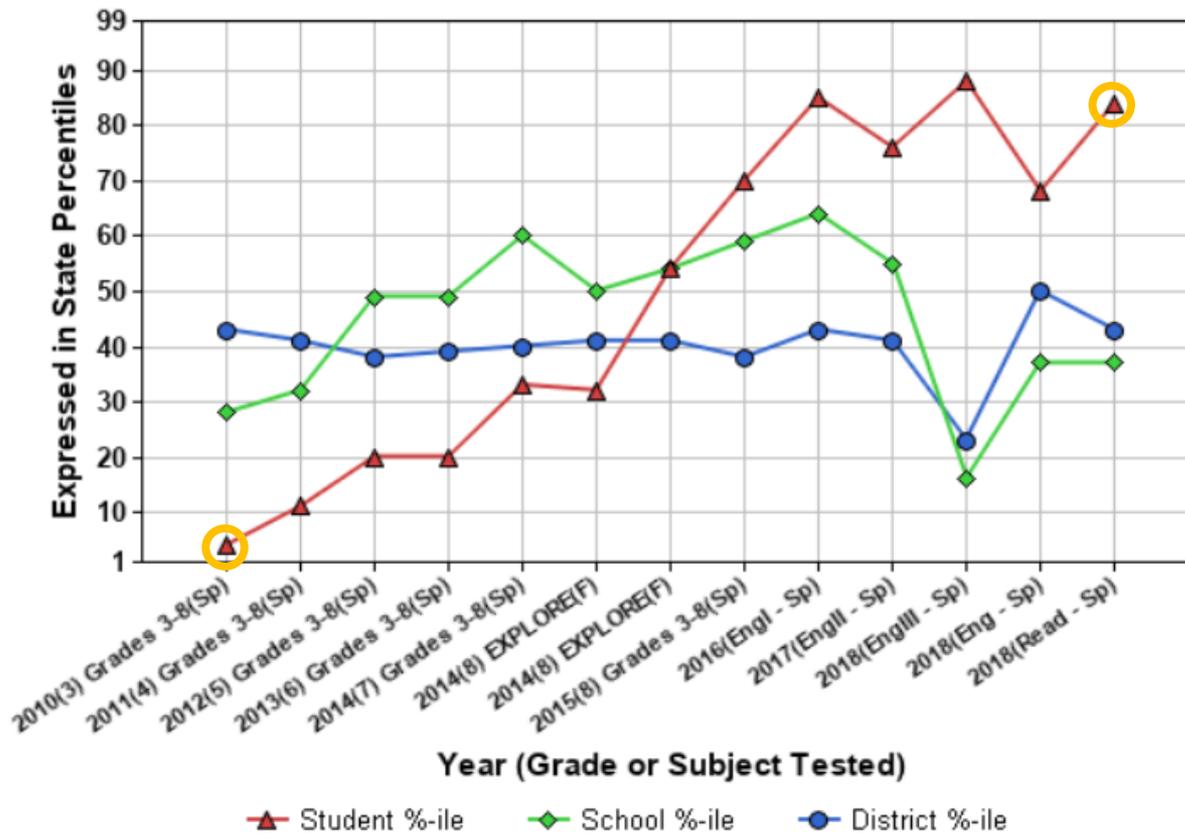
Report: Student History Report

Test: EOC

Student: CARLOS SANTANA 9999903

Subject: English III

Year: 2018



Our Goal

Double the number of students in MNPS who earn a minimum of a 21 composite ACT score by 2025.



ACT Strategic Plan Development



Phase 1

- November 2018-January 2019
- Planning

Phase 2

- January 2019-August 2019
- Development

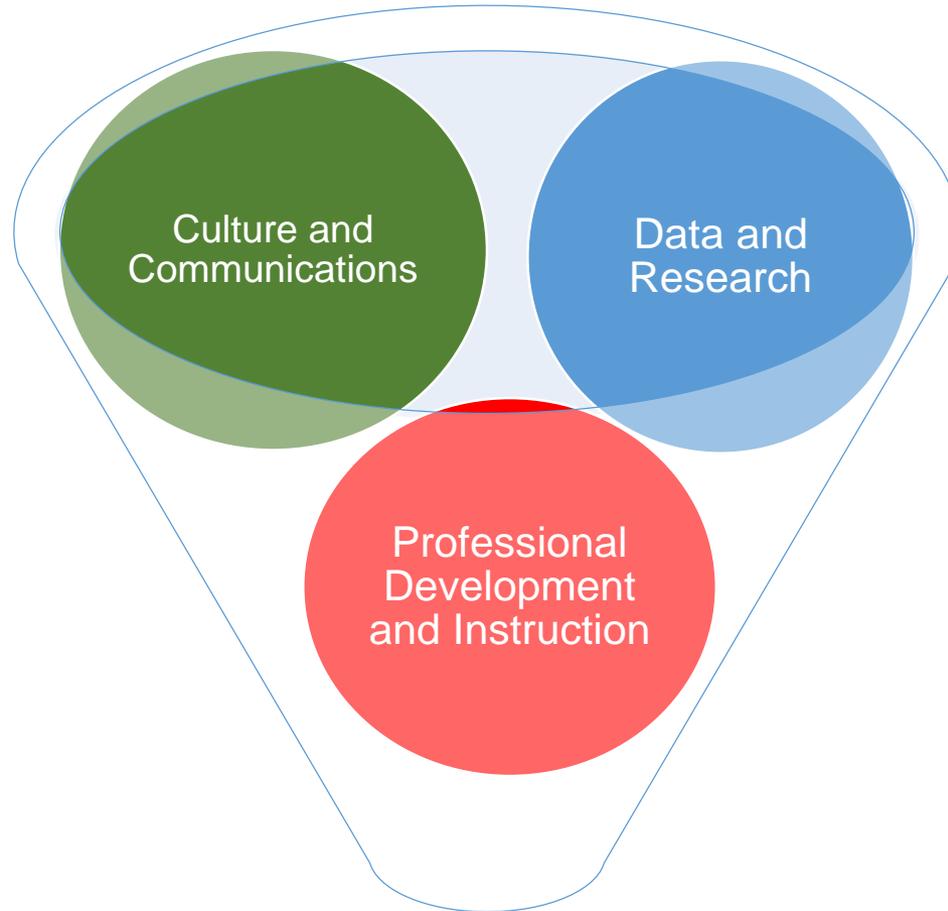
Phase 3

- August 2019-June 2025
- Execution

Strategic Plan Components

- Letter of Support from Dr. Battle
- District-at-a-Glance
- Executive Summary and Call to Action
- Planning Phases
- Theory of Action
- Subcommittee Goals, Strategies, Action Steps
- Appendix (Glossary, Helpful Resources)

Three Areas of Focus



Culture and Communications

Goal: Create a pre-K – 12 culture of collaboration and shared accountability where students are-supported, encouraged and challenged to be personally invested in their success on the ACT.

Data and Research

Goal 1: Support schools in utilizing ACT scores and projections for goal oriented and growth minded data informed decision making.

Goal 2: Support students and families in understanding and utilizing ACT scores and projections.

Goal 3: Support the strategic plan in utilizing ACT scores and projections and relevant research for data informed decision making.

Professional Development and Instruction

Goal 1: Provide rigorous ACT-aligned curricular materials for teachers at all tiers and across content-areas.

Goal 2: Build educator capacity to ensure delivery of rigorous instruction that reflects ACT demands on student thinking, pre-K – 12.

Goal 3: Establish district-wide structures to ensure implementation of rigorous ACT-aligned instruction.

How can the Board support ACT work?

- Allocate funding for schools who must make extra provisions to ensure all students take the ACT (e.g., transportation, calculators, materials).
- Advocate to support state policy that requires all 11th graders to take the ACT.

Human Resources Update

August 27, 2019



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Organizational Improvement and Audit Response

In an effort to gain a better understanding of the findings identified in the February 2019 Bone McAllester Norton, PLLC report, the Interim Director of Schools and Chief Human Resources Officer met with the attorneys on three separate occasions.

1. To express our desire to obtain specific information and details provided during the policy and procedural investigation.
2. To review quantitative data collected during the investigation.
3. To present the attorneys with the HR department's organizational improvement efforts and request their assessment of how these efforts will address the concerns identified in the final report.
(Response Provided- Attorney Client Privileged)

Summary of HR Improvement Efforts



Establish

Establish a single investigative protocol for the school district (McGrath)



Implement

Implement employee relations records security and state suspension reporting procedures.



Add

Add a compliance coordinator to close the gap between school level investigations and federal/state reporting.



Establish

Establish investigative protocols/timelines for leave with and without pay.



Define

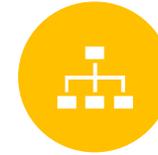
Define what constitutes leave without pay of 1-3 days.



Establishing a vision focused on customer service, professionalism, organizational development and efficiency



Departmental reorganization and action plan development/implementation



Position repurposing to address organizational needs (ER, Comp, Position Control)



Improved communications



Restructuring the hiring process so that HR Managers, Talent Acquisition Partners, and the Employee Resource Center staff work as a team throughout the hiring process with more defined roles of responsibility.



Develop and Administrative Guide to Human Resources



Development of a formal offer letter for all new hires (align with R12/Taleo migration)



Develop an aggressive district compensation plan

Synopsis of Report

It is our belief that the actions taken by district and human resources leadership have effectively addressed the concerns expressed in the February 12, 2019 Policy and Practice Review and Recommendations conducted by Bone McAllester Norton LLC.

(Reference)

MNPS Review of Policy and Practice Document

June 20, 2019

Teacher Recruitment/Retention

Addressing our most pressing needs. An internal and external approach.



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TN Teacher Vacancies

MNPS (5,038)	124 Certified 50 Bus Drivers 46 Para Pros
Shelby (6,600)	227 Certified 251 Support
Williamson (2,246)	70 Certified 36 Support
Hamilton(2,914)	48 Certified 88 Support
Robertson(707)	35 Certified 20 Support
Sumner(2,200)	33 Certified 73 Support
Rutherford (3,222)	9 Certified 29 Support



Analyzing our Data

Today educational institutions are not only competing against other school districts, we are competing against all industry to attract and retain talent. The TDOE Retention and Hiring Report for 2018-2019 listed the following:

- 483 exited the state
- MNPS lost 228 teachers to other districts in the state (Rutherford 59, Williamson 32, Sumner 29)
- MNPS hired 118 teachers from other TN districts (Rutherford 16, Williamson 15, Wilson 13, Sumner 13)
- MNPS hired 118 teachers from TN Educator Prep Programs (Vanderbilt 30, Lipscomb 26, UTK 13, Belmont 12, TSU 10)
- 517 teachers were hired that did not teach in TN prior to 2016-17

Currently offers a signing incentive of up to \$5,000 for hard to fill positions in grades 6-12

Position Control/Candidate Identification

HR Managers and Talent Acquisition Partners:

- Worked with Principals and EDs to review current job postings to prioritize hiring needs.
- Reviewed all applicants that either applied to the district or were displaced following last school year.
- Contacted candidates to see if they were available for employment in Metro Schools.

Internal Strategy

Maximizing talent and resources to ensure that we have certified teachers providing direct instruction to our students.



Phase 1: A list of certified teachers and para professionals who are eligible for rehire was provided to all Principals. Placements will be finalized August 28th.



Phase 2: School Principals in partnership with EDs will review all specialist's currently in their school to identify opportunities for those individuals to teach a full or part time schedule until a candidate is identified.



Phase 3: Staff Remapping

Personnel reduction/transfers based on 20 day enrollment counts

Realignment of current staffing model based on student needs

Attract, Inspire and Retain

Establishing a new vision
for Human Resources



Alternative Pathways to Licensure

- Nashville Teacher Residency (17)
- MNPS Urban Teacher Residency- Belmont (12)
- Lipscomb Job Embedded (51)
- Vanderbilt Residency (12 of 20)
- EdForce Support Employee Praxis Preparation Program (52) Praxis exam Sept. 7th
- Teach For America (36 corp members/107 alumni currently working in our schools)

Innovative Approaches To Staffing

Job Sharing Initiative:

Middle and high schools share staff who are willing to teach 1-2 courses before or after their regular schools start time, or during their planning period.

(\$9,000 per course- proposed)

Opportunities/Partnership

01

Establish a partnership with the TDOE to address the teacher shortage and issues impacting education. Ensure that MNPS is utilizing all options as they relate to licensure for traditional and non-traditional educators.

02

Meet with Clarksville-Montgomery County to review their grow your own initiative as a means of increasing the candidate pool for MNPS.

03

Meet with the Deans of Education from our local universities to strengthen partnership and explore opportunities for staff engagement, student teaching experience, and the recruitment of future educators.

Recruitment 2019-20

While all post-secondary institutions have not released their recruitment schedule for this year, we have prioritized the following:

- 10 recruitment fairs/events in the state of Tennessee
- 21 recruitment fairs/events outside of Tennessee
- Universities and Alternative Licensure Programs that have a track record of providing highly effective teacher candidates
- Universities/cities where recruitment efforts have historically been successful
- HBCU's and traditional Hispanic Serving Institutions (HSI)
- Universities who provide diversity in race, ethnicity, and areas of certification
- Universities that produce top educators in hard to fill areas
- Recruitment teams that include HR, Principals, Teachers, CO

Things To Explore and Finalize

- Communications plan to target retirees, bus drivers, and teacher candidates who may not have applied to MNPS
- Professional growth and training opportunities for HR staff
- Internal communication portal for HR department
- The development of a branded teacher recruitment initiative
- Modernization of our recruitment portfolio (materials, videos, agreements, incentives, HR service center)
- Incentive and recruitment pay options
- Longevity pay expansion
- Additions to the employee benefits program
- Improving staff retention rates by training school and central office administrators on best practices and proven strategies.

Our Ask



Employee recruitment and retention is complex.



Advocacy

Engage with the State Board of Education to:

Identify innovative ways to increase the number of TN licensed educators while reducing barriers

Designate MNPS as its own Education Prep Provider (EPP)



Policy

Work with district leadership to ensure that our policies align with 21st century educational trends and best practices.



Budget

Identify a date to review the district's compensation proposal.

Metropolitan Nashville Public Schools
Sales Tax Collections
As of August 20, 2019

General Purpose Fund

MONTH	2018-2019 Projection	TOTAL 2018-2019 COLLECTIONS	\$ Change For Month - FY19 Projection	% Change For Month - FY19 Projection	% Increase / Decrease Year To-Date
September	\$13,760,037.61	\$12,598,733.84	(\$1,161,303.77)	-9.22%	-9.22%
October	19,301,727.76	20,077,281.32	\$775,553.56	3.86%	-1.18%
November	19,843,659.90	20,379,144.40	\$535,484.50	2.63%	0.28%
December	19,603,910.65	21,198,882.40	\$1,594,971.75	7.52%	2.35%
January	19,235,869.11	19,692,389.20	\$456,520.09	2.32%	2.34%
February	23,675,483.78	25,320,153.83	\$1,644,670.05	6.50%	3.22%
March	17,287,222.96	18,051,592.70	\$764,369.74	4.23%	3.36%
April	17,366,604.50	18,947,634.20	\$1,581,029.70	8.34%	3.96%
May	20,978,208.62	21,613,047.20	634,838.58	2.94%	3.84%
June	20,140,998.62	21,084,060.70	\$943,062.08	4.47%	3.90%
July	20,712,076.34	21,257,539.92	\$545,463.58	2.57%	3.78%
August	21,152,400.16	21,785,657.37	\$633,257.21	2.91%	3.70%
TOTAL	\$233,058,200.00	\$242,006,117.08	\$8,947,917.08		3.70%

Debt Service Fund

MONTH	2018-2019 Projection	TOTAL 2018-2019 COLLECTIONS	\$ Change For Month - FY19 Projection	% Change For Month - FY19 Projection	% Increase / Decrease Year To-Date
September	\$3,607,612.63	\$3,303,141.50	(\$304,471.13)	-9.22%	-9.22%
October	5,060,535.36	5,263,870.33	\$203,334.97	3.86%	-1.18%
November	5,202,619.36	5,343,012.92	\$140,393.56	2.63%	0.28%
December	5,139,761.80	5,557,932.18	\$418,170.38	7.52%	2.35%
January	5,043,268.51	5,162,959.15	\$119,690.64	2.32%	2.34%
February	6,207,248.61	6,638,448.92	\$431,200.31	6.50%	3.22%
March	4,532,371.62	4,732,774.41	\$200,402.79	4.23%	3.36%
April	4,553,183.90	4,967,698.95	\$414,515.05	8.34%	3.96%
May	5,500,075.84	5,666,518.09	\$166,442.25	2.94%	3.84%
June	5,280,575.76	5,527,828.18	\$247,252.42	4.47%	3.90%
July	5,430,301.16	5,573,311.04	\$143,009.88	2.57%	3.78%
August	5,545,745.45	5,711,773.10	\$166,027.65	2.91%	3.70%
TOTAL	\$61,103,300.00	\$63,449,268.77	\$2,345,968.77		3.70%