

AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION Metropolitan Nashville Public Schools 2601 Bransford Avenue, Nashville, TN 37204 Regular Meeting –July 24, 2007 - 5:00 p.m. Marsha Warden, Chair

<u>TIME</u>			<u>PAGE</u>
5:00	I.	<u>CONVENE</u>	
		A. Establish Quorum	
		B. Pledge of Allegiance	
		C. Recognition of Audience Guests	
5:05	II.	<u>AWARDS AND RECOGNITIONS</u>	
		A. AED Presentation – Mary Jane Thompson and West End Middle	
5:15	III.	<u>LINKAGE SESSION</u>	GP-8.2.a
		<i>For the purpose of governing with an emphasis on the Board's policies called End Results for Students, the Board has scheduled a series of linkages designed to engage the community in an intentional and constructive dialog about these policies and related issues to student achievement and outcomes. (4th Tuesdays only)</i>	
		• Faith-Based Community Representatives	
6:15	IV.	<u>GOVERNANCE ISSUES</u>	
		A. Actions	
		1. Approve Agenda	GP-2.2
		2. Consent	GP-8.3
		a. Approval of Minutes – 6/29/07 Special Meeting; and 7/10/07 Regular Meeting	1
		b. Recommended Award of Contract for Porter Roofing Contractors, Inc. – Roof Replacement at Neely's Bend Elementary School, M-07-020 (Control No. A-20401)	14
		c. Recommended Award of Contract for Porter Roofing Contractors, Inc. – Roof Replacement at Julia Green Elementary School, M-07-019 (Control No. A-20400)	15
		d. Recommended Award of Contract for Maxwell Roofing & Sheet Metal, Inc. – District Wide Roof Maintenance & Repairs – RFP# SPC 2007-05 (Control No. A-20445)	15
		e. Recommended Extension of Contract for Larry Woods & Associates – Miscellaneous Small & Renovation Projects, M-03-048 (Control No. A-20435)	16
		f. Recommended Extension of Contract for Facilities Design Group, Inc., Miscellaneous Small & Renovation Projects, M-03-050 (Control No. A-20434)	16
		g. Recommended Extension of Contract for Ross Bryan Associates, Inc., Miscellaneous Small & Renovation Projects, M-03-056 (Control No. A-2043)	17
		h. Recommended Extension of Contract for Puckett Engineering, Miscellaneous Small & Renovation Projects, M-03-055 (Control No. A-2043)	17
		i. Recommended Extension of Contract for SSOE, Inc., Miscellaneous Small & Renovation Projects, M-03-052 (Control No. A-20438)	18
		j. Recommended Extension of Contract for Lose & Associates, Inc., Landscape Architecture Services, 2003, M-03-046 (Control No. A-20439)	18
		k. Recommended Extension of Contract for Volunteer Surveying, Land Surveying Services, 2003, M-03-045 (Control No. A-20440)	19
		l. Recommended Extension of Contract for Cherry Land Surveying,	19

		Inc., Land Surveying Services, 2003, M-03-042 (Control No. A-20441)	
	m.	Recommended Extension of Contract for Thornton & Associates, Inc., Land Surveying Services, 2003, M-03-044 (Control No. A-20442)	19
	n.	Recommended for Approval – Architectural Firms for year 2007-2008, (Control No. A-20444)	20
	o.	Change Order #1 for Indoor PE Rooms Package E (Norman Binkley, Ross Elementary and Lillard Elementary at King’s Lane) – Bomar Construction, M-366, (Control No. A-20443)	20
	p.	Awarding of Bids and Contracts	
		1. Tennessee Department of Labor and Workforce Development	21
		2. Dr. Robert Probst	22
		3. Dr. Kylene Beers	23
		4. Tennessee Department of Education	24
		5. The Gallup Organization	25
6:25	B.	Board Development	GP-2
		<i>This section provides the Board an opportunity for in-depth discussions on focused topics that inform their work on End Results for Students policies. (4th Tuesdays only)</i>	
		• Career and Technical Education – Starr Herrman and Donna Gilley	
		• Standard School Attire Policy – Sandy Tinnon and Ben Wright	26
7:30	V.	<u>ANNOUNCEMENTS</u>	GP-2.6
7:35	VI.	<u>WRITTEN INFORMATION TO THE BOARD</u> (not for discussion)	
	A.	Board Calendar Items	32
	B.	Sales Tax Collections as of 7/20/07	EE-7 33
7:40	VII.	<u>ADJOURNMENT/BOARD MEMBER EVALUATION</u>	GP-2.6 34

Metropolitan Nashville Public Schools
Board of Education
Minutes

Special Meeting -June 29, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
Roll Call	Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair; David A. Fox; Steve Glover; Karen Y. Johnson; Mark North; Gracie Porter; George H. Thompson III (arrived at 4:18 p.m.) Member Absent: Dr. Jo Ann Brannon Ms. Warden called the meeting to order at 4:10 p.m. Led by Ralph Schulz, CEO of the Nashville Area Chamber of Commerce.	
- Pledge of Allegiance - Code of Student Conduct	Ms. Porter thanked Mr. Thompson and staff for their hard work on the Student Code of Conduct. Ms. Porter asked Mr. Thompson to research measures that can be taken to prevent students, who have committed crimes over the weekend or overnight, from returning to school the following Monday. Mr. Ralph Thompson stated that the Off-Campus Behavior policy addresses some of those concerns. He said if there are concerns that the student's off-campus behavior would disrupt the school's environment, disciplinary actions can be implemented. Ms. Porter asked if the disciplinary actions included expulsion? Mr. Thompson said no. Mr. Thompson cautioned the Board that additions were made to the zero-tolerance policy, which could have a negative impact on the district meeting the 93% attendance rates. Ms. Johnson asked Mr. Thompson to look at some preventative options to increase students' awareness of the Student Code of Conduct changes and prevent students from being placed in the zero-tolerance category. Ms. Warden applauded Mr. Thompson for requiring issues concerning abuse and neglect of students to be reported to both the Department of Children Services and the Metropolitan Nashville Police Department. Ms. Johnson asked if the Code of Student Conduct changes would be placed on the website? Mr. Thompson stated that they would. Mr. Glover motioned to adopt the 2007-2008 Code of Student Conduct handbook with changes as presented. Ms. Johnson seconded.	VOTE: For-Unanimous (8-0)

Metropolitan Nashville Public Schools
Board of Education
Minutes

Special Meeting - June 29, 2007

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2007-2008 Operating Budget	Mr. Fox stated that at the request of the Metro Council, voters approved a requirement that the Mayor submit his budget 60 days earlier than in previous years, which required the Board to do the same. In December of 2006, the Board's Finance Committee began working on the 2007-2008 Operating Budget. The Mayor's Office advised the Board to set the budget at \$571.2 million and create a list of unfunded priorities that would be followed if additional funds were made available later in the process. In January 2007, Board members' budget priorities were solicited and the Administration presented its first draft of the budget. In February, the Board approved an Operating Budget of \$571.2 million and a list of unfunded priorities totaling \$17.9 million. At that time the Board discussed, prioritized, and voted on how funds in excess of the budgeted \$571.2 million would be spent. In March, MNPS agreed with MNEA, that if MNPS received enough money to fund the unfunded priority list and another \$4.1 million, equaling \$593.2 million, then all teachers and support staff would receive a cost of living adjustment of 3%. Later in March, the Mayor submitted his budget and added \$6.6 million to MNPS's \$571.2 million Operating Budget. In June, the General Assembly approved Governor Bredesen's proposed BEP 2.0 funding plan, and current estimates are that BEP 2.0 would give an additional \$13.5 million in BEP Funds for MNPS for the 2007-2008 fiscal year. The General Assembly's budget included a 3% pay increase for teachers, which translates into a 2.4% pay increase for MNPS teachers. The original budget had assumed a state teacher raise of 2%, which would translate into a 1.6% increase for MNPS teachers. Since the Board reaffirmed the historic pattern of providing the same percent increase to support staff as to teachers, we have underestimated in the unfunded priorities list how much it would take to keep the support staff increase with the teacher increase. In the first item on the unfunded priority list, the Board planned to match a 1.6% increase, not a 2.4% increase. On June 26, the Metro Council approved a budget for MNPS of \$591,546,200, but it also levied a new \$4.4 million internal service fee from Metro Government for IT services. As a result, the unfunded priority list can only be funded up to restoring the remaining 39-50 custodial positions, assuming that the Board would choose to match the support staff raise to the teacher 2.4 % raise. Mr. Kindall asked if the Board's decision tonight was to decide whether to ask Metro Government for \$6.1 million, to fund the entire unfunded priority list, provide the 3 percent raise, and pay Metro Government \$4.4 million in IT service fees? Mr. Glover asked Mr. Henson if he could give an estimate of how much would be in the reserve funds at the end of the 2007 fiscal year? Mr. Henson stated that the fund balance would exceed 8% of operating expenditures at the end of the 2007 fiscal year. Mr. Glover stated that he is	

Metropolitan Nashville Public Schools
Board of Education
Minutes

Special Meeting -June 29, 2007

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• 2007-2008 Operating Budget - continued	concerned that if we pull from the reserve fund this year, there may not be money in the future to use from the reserve funds. Ms. Johnson asked if the \$4.4 million service fee was assessed to all departments in Metro? Mr. Henson stated yes, but MNPS had been insulated from the charges in the past. Ms. Johnson asked if MNPS will be charged this fee annually, and if so would this cost go up or down each year? Mr. Henson stated that he does not have details concerning the charges and cannot answer that question. Mr. Thompson asked Mr. Henson if MNPS has received an invoice in the past concerning IT services? Mr. Henson stated that MNPS has not been billed in the past. Mr. Thompson asked if MNPS could handle the services that Metro Government is currently providing at a less expensive cost? Mr. Henson stated that it would be a massive project to undertake and that Mr. Lott would be more qualified to answer that question. Mr. Thompson asked Dr. Garcia what would he recommend the Board pursue? Dr. Garcia suggested that before the next year's budgeting process begins, a request should be made to Metro Government for a quote on what the IT fees will be for that year. Dr. Garcia stated that MNPS should never be put in a position where recurring costs are funded out of the reserve fund balance. He suggested that one-time expenses be funded from the reserve fund. He recommended that the Board appropriate the entire \$6.1 million from the reserve fund. Mr. Thompson stated that he supported the Director's recommendation. Mr. Henson said to the credit of the Mayor's Office or the Finance Director, neither had the \$4.4 million charges in the Mayor's budget. The budget the Mayor's Office presented included the subsidy that insulated MNPS from the internal service fees. When the Metro Council presented the Substitute Budget Ordinance, that subsidy amount was reduced by \$4.4 million requiring MNPS to pay those fees. Mr. Henson also stated that he did not believe that it would be feasible for MNPS to acquire the services that Metro Government is currently providing. Mr. Kindall asked if the reserve fund had been used for recurring costs in the past? Mr. Henson said, yes. In the 2003-2004 budget, in lieu of having to cut hundreds of positions, the Board voted to request \$11.2 million from the reserve fund. Mr. Kindall stated that the Board needs to provide teacher raises in order to be competitive and recruit highly qualified teachers. Mr. Kindall stated that he supports Dr. Garcia's recommendation. Ms. Porter stated she heard a Councilmember say that MNPS has more money in the reserve fund than is needed. MNPS has utilized every effort to save the general public tax dollars for a rainy day. Now we are being asked to take from those funds when I believe other measures could have been taken. We ask for 100 + percent from teachers and support staff everyday, but we always end up asking them to sacrifice in their wages. The board studied the unfunded priority list	

Metropolitan Nashville Public Schools
Board of Education
Minutes

Special Meeting -June 29, 2007

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• 2007-2008 Operating Budget - continued	carefully in order to meet the needs of our district. I do not want to use our reserve funds, neither do I want to tell teachers and support staff they will not receive a raise. If the Board decides to vote to use the reserve funds that is fine, but the city and Metro Council needs to take a look at this situation and realize that teacher and support staff wages is one of the deciding factors that determine how our district competes around the country. Mr. Fox motioned to adopt the 2007-2008 budget as presented, which would fund the unfunded priority list up to restoring the remaining 50 custodial positions. Mr. Glover seconded. Mr. Kindall asked Mr. Fox how much his motion would require of the reserve fund? Mr. Fox said none. Ms. Johnson stated that there were many important programs on the unfunded priority list that the district needs. Knowing that if we decide to use the reserve funds, the district will not be in jeopardy of dropping below the 5% threshold, I can not agree with Mr. Fox's motion. I would prefer to fund the entire unfunded priority list. Mr. North stated that he was also disappointed in the last-minute budget decisions. Metro Government charged an internal service fee that is nothing more than a processing fee that has no correlation to the services provided to MNPS. Mr. Glover stated that if reserve funds are to be used, it should be for a one-time cost, such as textbook purchases. Ms. Warden stated that the School Board's role is to be financial stewards of the dollars the district is given. The Board presents a budget to the Mayor's Office, the Mayor's Office presents the budget to Metro Council. The Board is not a funding body. And yet from year to year, we find that we are in the position of a funding body. Dr. Garcia stated that when the budget process began in December 2006, \$11 million had to be cut from the budget. Next year, we are opening a high school, which is a huge expense, and next year will be a difficult year financially. Mr. Thompson moved to substitute Mr. Fox's motion to the Board will request a supplemental appropriation from Metro Council to fully fund the Board's budget request. Ms. Johnson and Ms. Porter seconded. Dr. Garcia requested that the Board allow Mr. Henson to move budget line items so that the \$6 million fund balance reflects one-time expenses. Ms. Porter stated that next year, Metro Council must step up to the plate and fully fund MNPS the funds necessary for the school district to run effectively and efficiently. If MNPS is going to	

Metropolitan Nashville Public Schools
Board of Education
Minutes

Special Meeting -June 29, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
2007-2008 Operating Budget - continued	reach their goals, it is imperative that the budget is fully funded. Ms. Johnson asked if the Board can request in writing a statement from Metro Government stating how much MNPS will be charged each year for IT services. Dr. Garcia stated that he would look into the request. Mr. Henson stated that they will do their best to get an answer. Mr. Glover requested that line item 2180, textbook adoption be moved to the final line item on the unfunded priority list, in order to reflect that the \$6 million is being used for a one-time cost. Ms. Johnson seconded. Mr. Thompson and the Board commended Mr. Fox and Mr. Henson on their hard work on the budget.	VOTE: For-Unanimous (8-0)
ANNOUNCEMENTS		
Board Administrator Position	Ms. Warden announced that Julie Waters, Executive Assistant to the Director of Schools, will be retiring effective July 9th. Melissa Bryant, Board Administrator, will be replacing Ms. Waters as Executive Assistant to the Director of Schools. She announced that the position of Board Administrator would be posted. Mr. Kindall asked if the Board would have any input in the process of selecting a Board Administrator? Ms. Warden stated that the position falls directly under the Director of Schools, but she does feel it would be appropriate for the Board to have some input. Mr. Thompson stated that the Board needs to go back and review the position of Board Administrator, to decide exactly what the Board would prefer. Ms. Porter stated that whoever occupies the position should be someone who can accommodate all nine Board members. She stated that it would be a good idea for the Board to review the job description for the position. Mr. Glover suggested that the Director of Schools bring the job description to the Board for review. At that time, the Board can review and decide if the job description meets the needs of the Board. Dr. Garcia stated that the Administration would review the job description and bring it back to the Board. Mr. Kindall suggested that once applications are received for the position that the Board have input on the process. Dr. Garcia suggested that the Board review the applications and have a representative in the job interviews.	
Supreme Court Decision in Seattle and Louisville Cases	Ms. Warden stated that the Board should have Metro Legal review and report to the Board the potential impact, if any, the Supreme Court Decision in Seattle and Louisville could have on the district.	

Metropolitan Nashville Public Schools
Board of Education
Minutes
Special Meeting -June 29, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW- UP/OUTCOME
WRITTEN INFORMATION TO THE BOARD		
ADJOURNMENT		
• Debriefing/Adjournment	Mr. Fox made the motion to adjourn at 5:42 p.m. Ms. Porter seconded.	
• Signatures	<u>Chris M. Henson</u> Board Secretary <u>Marsha Hagan Warden</u> Date Board Chair	

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
Roll Call	Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair; Dr. Jo Ann Brannon; David A. Fox; Steve Glover; Karen Y. Johnson; Mark North; George H. Thompson III (left 6:45 p.m.) Member Absent: Gracie Porter Ms. Warden called the meeting to order at 5:00 p.m. Led by Julie Waters, Metropolitan Nashville Public Schools retiree.	
Pledge of Allegiance	AWARDS AND RECOGNITIONS Dr. Garcia and Ms. Warden presented a gift and the following resolution to Ms. Waters: WHEREAS, Education is among the noblest of professions, and those who take an active part in the process contribute much to the future of others. Some are easily recognizable: the teacher who stands before a class, sharing knowledge and wisdom; the principal, who oversees the many functions of a school; and Board members and administrators, who are visible and vocal public advocates for excellence in learning. Many others work largely without recognition, going quietly about their tasks, serving schools and students through incalculable and important contributions. Such a person is Ms. Julie Waters. It is, perhaps, inevitable that Ms. Waters would have chosen Metro Nashville Public Schools as a place to serve her community. She is a descendant of Julia Green, and a school is named in her great-aunt's honor. Her mother was a teacher, and Ms. Waters herself attended Nashville public schools. Few of her classmates at West End High School would likely be surprised to find this former cheerleader evoking spirit in a different way – working in MNPS administration to help build a stronger school district. Throughout her MNPS career, which started in December of 1975, Ms. Waters has provided invaluable administrative service to no less than five Directors. Her organizational talents, ability to focus on tasks, and knowledge of the District have been great assets. And while those elements are a part of the job, it is the unwritten elements that have made her career so remarkable. An ability to find humor when few others could; the great capacity to help others succeed; a desire to do everything near as perfection as possible; and seemingly endless enthusiasm and energy – these are the	
Recognition of Julie Waters, Executive Assistant to the Director of Schools		

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
Recognition of Julie Waters, Executive Assistant to the Director of Schools - continued	hallmarks of Ms. Julie Waters. With great thankfulness and appreciation for her outstanding service to our students, our schools and our community, the members of the Metropolitan Nashville Board of Public Education unanimously issue this resolution to Julie Waters. Furthermore, the Board extends to Ms. Waters best wishes as she tends to those duties calling her attention as a Mother and Grandmother. Attested to this day, the tenth of July, Two Thousand and Seven, by the members of the Metro Nashville Board of Public Education.	
Outstanding Service Awards from Tennessee Music Educators Association (TMEA) – Rod Hill, Marsha Hartwein, and Carol Crittenden	Ms. Warden presented Mr. Hill, Ms. Hartwein, and Ms. Crittenden with certificates for receiving Outstanding Service Awards from the Tennessee Music Educators Association.	
Albert Einstein Distinguished Educator Fellowship - Jennifer Berry-Rickert	Dr. Jennifer Berry-Rickert, a teacher of biology, chemistry, and AP environmental science at Stratford High School, is one of 17 teachers selected nationally to receive an Einstein Fellowship. The Albert Einstein Distinguished Educator Fellowship Program offers mathematics, technology, and science teachers an opportunity to serve in the national public policy and education arenas. Jennifer Berry-Rickert has been selected for a Fellowship on Capitol Hill, in Washington, D.C. Ms. Warden presented Dr. Berry-Rickert with a certificate in honor of her achievement.	
2007 National Distinguished Principal Award – Teresa Dennis	Ms. Warden presented a certificate to Teresa Dennis recognizing her as the 2007 National Distinguished Principal for the state of Tennessee. She was selected from several applicants by the Tennessee Principals Association after completing an extensive application process. She will receive the award in October at a ceremony in Washington, D.C. Teresa, her husband Mike, and their three children are all graduates of Metro Nashville Schools. Teresa has been an educator for 33 years, the last 11 as an administrator. She is currently the principal at Ruby Major Elementary in the McGavock Cluster.	
PUBLIC PARTICIPATION		
Tom Kovach – Whites Creek High School	Mr. Kovach spoke to the Board concerning an incident that occurred at Whites Creek High School that resulted in his dismissal.	
GOVERNANCE ISSUES		

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
ACTIONS • Consent Agenda	Mr. Kindall read the following consent agenda items: IV-A-2-a – Approval of Minutes- 6/26/07 Regular Meeting; IV-A-2-b- Change Order #27 – Prototypical Playgrounds at Various Schools (Napier Elementary) – Custom Recreation, Inc. – M-337 (Control No. A-20399); IV-A-2-c- Request for Course Approval – School for Science and Math at Vanderbilt. Mr. Glover seconded.	VOTE: For-Unanimous (8-0)
• Discussion of 2007-2014 Strategic Plan	Mr. Lott presented a PowerPoint to the Board on the 2007-2014 Strategic Plan. The strategic process began with the Strategic Planning Taskforce recommendation to develop a new plan which included community input. The Cambridge Group was selected by the Strategic Planning Taskforce to facilitate the development of the new 2007-2014 plan. Facilitators were trained by the Cambridge Group and held awareness sessions throughout the city to recruit Action Team members. Once Planning Team members and Action Team Leaders were created, Community Co-chairs began hosting Action Team meetings. Action teams met each Thursday night for ten weeks to create action plans, by agreement, to support each strategy. The Strategic Plan mission statements reads, "The mission of Metropolitan Nashville Public Schools, the heart and soul of the creative spirit of Music City, is to ensure each student realizes his/her ability to excel at levels not previously imagined, through a system distinguished by: safe environments characterized by love, value and acceptance; inclusive communities of learners; engaged students eager to share their thoughts; multiple paths to success; and active support among home, school, and community." The plan consists of the following nine strategies: We will support each student as the operative agent in the successful discovery and pursuit of his/her personal goals; We will ensure all students achieve academic excellence; We will provide all students with safe and nurturing learning environments; We will ensure that we have exemplary staff throughout the system; We will ensure an array of educational options for each student to pursue his/her personal goals; We will ensure a network of personal support for each student; We will immerse every family in their children's education; We will ensure the convergence of schools and communities to achieve student success; and We will establish MNPS as the premier educational system for ensuring every student excels at levels not previously imagined. Ms. Johnson asked when is the Board expected to approve the Strategic Plan. Ms. Warden stated that it was expected that the Board would vote on the Strategic Plan at the next meeting. Ms. Johnson asked to see a presentation that shows how the Strategic Plan correlates with Policy Governance End Results in order to understand the accountability piece. Mr. Fox stated that he would hope the Board would have a	

Metropolitan Nashville Public Schools
Board of Education
Minutes

July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
Discussion of 2007-2014 Strategic Plan - continued	chance to ask questions on the Strategic Plan before setting a date to vote. Mr. Kindall stated that the public should have a chance to view the Strategic Plan and make comment. He stated that the district should state that diversity is a compelling issue in this district. Mr. Lott stated that once the Strategic Plan is approved, a score card will be developed to measure progress. Mr. Glover stated that he would like to have an opportunity to understand exactly how the Strategic Plan correlates with Policy Governance and discuss the items that could have cost implications. Mr. Lott stated that he knows there will be cost implications that will have to be discussed each year. Mr. Thompson stated that diversity should be embraced as one of the over-arching themes in the Strategic Plan. Mr. Lott stated that diversity was discussed frequently, and the Planning Team felt diversity could be obtained through school choice options. Mr. Kindall said he believes diversity should be one of the themes, in order for the district to be guided in the correct direction. Ms. Warden asked if the heart and value of diversity was captured in the Strategic Plan's belief statements. Mr. Kindall said he did not believe that the language used in the belief statements was strong enough. Ms. Johnson said if the Board does not say what diversity truly means, it leaves room for different interpretations. Furthermore, a strong statement must be centered on the word diversity, and celebrate the diversity of Nashville. Mr. Fox stated that if the Board decides that diversity needs to be a more central element of the Strategic Plan, he is going to need to know what diversity means in our current school system. Understanding our current economy and racial populations, achieving the type of diversity that is being discussed seems very difficult to achieve. The more urgent issue in his opinion is, "Why is the middle class participating at such a low level?" Mr. North stated that he believed allowing the public a chance to voice their opinion was a good idea. Diversity is a real issue that the Board will address. However, Nashville has a diverse community, economy, and school system. The key to diversity is not being different, but respecting the difference. Mr. Glover stated that the Strategic Plan will be the most important work that the Board will do in determining the successful future of MNPS. Ms. Warden stated that the Strategic Plan was not the Board's work. It is appropriate that the Board's questions have answers to understand how this document aligns with Policy Governance. Ms. Warden added that it was her understanding that the Strategic Plan was not the School Board's plan, but the Director's plan. Mr. Thompson stated that he believes if the Board approves the plan, it then becomes the Board/Director's plan. Therefore, the responsibility of this plan falls back on the Board. Mr. Kindall stated that he believes the Board wants to understand the strategies, how this plan lines up with Policy Governance, and each	

July 10, 2007

Page 158

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
Discussion of 2007-2014 Strategic Plan - continued	member needs time to review to do so. Ms. Johnson expressed that she did not want to pick apart the Strategic Plan, but remembered the Board was told that once the Strategic Plan was formed, the Board would have a chance to have input. If the Strategic Plan is going to be a document that the Board can advocate to the public, it needs to be reflective and inclusive of what the Board has provided as input. Dr. Brannon stated that she would agree that the participants in the process should have a chance to view the plan. Mr. Fox stated that he does not have understanding of some of the terminology used in the plan and would like time to review and ask questions. Mr. Glover stated that he does not want the Board to approve the plan with an inaccurate understanding and then criticize the Administration for not accomplishing what the Board views as a goal. Dr. Garcia stated that he realizes that the plan is not perfect, but he thinks it is a good plan. He agrees with some things and some he doesn't, but believes the intention of the plan is good. Dr. Garcia agreed with Mr. Thompson that the plan needs to become the Board's and Director's plan. Dr. Garcia suggested holding a study session to review and ask questions to shape a document that is representative of the Director and the Board. Mr. Lott stated if a study session is held, the Administration can commit to providing a linkage of the Strategic Plan to the Policy Governance End Results and a glossary of terms used in the Strategic Plan. Dr. Brannon asked if the plan would be available on the website. Mr. Lott stated yes it will be available on the website and available to schools, libraries, and churches. Mr. Glover stated that under actions needed on EE-9 Asset Protection, the Board has requested an updated facility reassessment from the Administration by September 1. Mr. Glover moved to accept EE-9- as presented. Ms. Johnson seconded. Mr. Glover moved to accept E-2.7- Academic Achievement - ELL. Ms. Johnson seconded. Mr. Glover moved to accept E-2.8- Academic Achievement - Special Education. Ms. Johnson seconded.	VOTE: For-Unanimous (7-0) VOTE: For-Unanimous (7-0) VOTE: For-Unanimous (7-0)
REPORTS		
Board Chairman's Report - CGCS 2007 Convention Update	Mr. Thompson gave a tentative itinerary for the CGCS Convention which will be held in Nashville, TN at the Renaissance Hotel on October 31-November 3. He announced that the Board has been invited to participate in a pre-conference session entitled,	

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
Board Chairman's Report - CGCS 2007 Convention Update - continued	"How to Successfully Provide Constituent Service without Engaging in Master Micro-Managing." Mr. Thompson stated that MNPS is expected to raise between \$50,000 – \$60,000. He stated that the CGCS planning team had not been successful in meeting that expectation. Ms. Warden asked if he had talked with the Chamber of Commerce or the Visitor's Bureau. Mr. Thompson stated that Ms. Allen has had numerous conversations with several organizations. He also stated that a plan needed to be put together to recruit volunteers to help with the conference. Ms. Warden stated that MNPS teachers and administrators may be interested in participating at some level such as proctoring. Mr. Kindall stated the conference will offer a lot of work sessions focused on Urban School Districts which will allow the Board to gain insight on programs that are working in other Urban School Districts.	
Richard R. Green Award	Ms. Warden announced that Mr. Thompson had been nominated for the Richard R. Green Award.	
Negotiations Update	Dr. Keel announced that Negotiations with MNEA will be held July 13, 2007 in the Board Room from 3-4:30 p.m. to discuss teacher dress code.	
Nashville Business Journal's Women of Influence for 2007	Mr. Fox announced that Ms. Johnson has been selected by the Nashville Business Journal, under the community support category, to receive the Nashville Business Journal's Women of Influence for 2007 award.	
Board Retreat	Ms. Warden reminded the Board to attend the Board retreat on Friday, July 13 from 4-8:00 p.m.	
CPR/AED	Ms. Warden announced that the Nashville Fire Department will train all MNPS Lifetime Wellness teachers in CPR/AED, every high school has received fifteen mannequins from the Nashville Fire Department, and starting this fall every high school student that enrolls in Lifetime Wellness will automatically receive CPR/AED certification.	
ANNOUNCEMENTS		
WRITTEN INFORMATION TO THE BOARD		
Board Calendar Items		
ADJOURNMENT		
Debriefing/Adjournment	Mr. Fox made the motion to adjourn at 6:51 p.m.	
Signatures		

July 10, 2007

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW- UP/OUTCOME
	<u>Chris M. Henson</u> Board Secretary <u>Marsha Hagan Warden</u> Board Chair	

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

- b. RECOMMENDED AWARD OF CONTRACT – ROOF REPLACEMENT AT NEELY’S BEND ELEMENTARY SCHOOL – PORTER ROOFING CONTRACTORS, INC. – MBOE-07-020 (CONTROL NO. A-20401)

Bid Date: June 4, 2007
Architect: Benchmark

Bid Time: 10:00 a.m.

BIDDER:	BASE BID PLUS ALT. 2
Porter Roofing Contractors, Inc.	\$412,350.00
Maxwell Roofing and Sheet Metal	\$470,400.00

It is recommended that this contract be awarded to Porter Roofing Contractors, Inc. on the basis of their low bid for the total sum of \$412,350.00.

Projects recently successfully completed:

- Re-roof of Eakin Elementary
- Re-roof of Caldwell Elementary
- Re-roof of Hunters Lane High

Legality approved by Metro Department of Law – Control No. A-20401

FUNDING: 29-14-9231-572

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

c. RECOMMENDED AWARD OF CONTRACT – ROOF REPLACEMENT AT JULIA GREEN ELEMENTARY SCHOOL – PORTER ROOFING CONTRACTORS, INC. – MBOE-07-019 (CONTROL NO. A-20400)

Bid Date: June 4, 2007

Bid Time: 10:00 a.m.

Architect: Benchmark

BIDDER:	BASE BID:
Porter Roofing Contractors, Inc.	\$289,585.00
Maxwell Roofing and Sheet Metal	\$324,000.00
Burress Roofing	\$459,000.00

It is recommended that this contract be awarded to Porter Roofing Contractors Inc. on the basis of their low bid for the total sum of \$289,585.00.

Projects recently successfully completed:

- Re-roof at Eakin Elementary
- Re-roof at Caldwell Elementary
- Re-roof at Hunters Lane High

Legality approved by Metro Department of Law – Control No. A-20400

FUNDING: 29-14-9231-572

July 24, 2007

d. RECOMMENDED AWARD OF CONTRACT FOR MAXWELL ROOFING & SHEET METAL, INC. – DISTRICT WIDE ROOF MAINTENANCE & REPAIRS – RFP # SPC 2007-05 (CONTROL NO. A-20445)

Two (2) proposals were received on May 11, 2007 for the purpose of repairing and maintaining roofs district-wide. The proposals were evaluated based on qualifications, fees, and ability to perform work requested in a timely manner. The following points were awarded:

Firm	Points
Maxwell Roofing & Sheet Metal, Inc.	100.0
Palmer Roofing & Sheet Metal, Inc.	87.87

It is recommended that this contract be awarded to Maxwell Roofing & Sheet Metal, Inc.

Legality approved by Metro Department of Law – Control No. A-20445

FUNDING: 29-14-9230-572

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

e. EXTENSION OF CONTRACT FOR MISCELLANEOUS SMALL & RENOVATION PROJECTS – LARRY WOODS & ASSOCIATES – M-03-048 (CONTROL NO. A-20435)

We are requesting a one-year extension of our contract with Larry Woods & Associates. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20435

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

f. EXTENSION OF CONTRACT FOR MISCELLANEOUS SMALL & RENOVATION PROJECTS – FACILITIES DESIGN GROUP, INC. – M-03-050 (CONTROL NO. A-20434)

We are requesting a one-year extension of our contract with Facilities Design Group, Inc. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20434

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

- g. EXTENSION OF CONTRACT FOR MISCELLANEOUS SMALL & RENOVATION PROJECTS – ROSS BRYAN ASSOCIATES, INC. – M-03-056 (CONTROL NO. A-20436)

We are requesting a one-year extension of our contract with Ross Bryan Associates, Inc. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20436

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

- h. EXTENSION OF CONTRACT FOR MISCELLANEOUS SMALL & RENOVATION PROJECTS – PUCKETT ENGINEERING. – M-03-055 (CONTROL NO. A-20437)

We are requesting a one-year extension of our contract with Puckett Engineering. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20437

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

i. EXTENSION OF CONTRACT FOR MISCELLANEOUS SMALL & RENOVATION PROJECTS – SSOE, INC. – M-03-052 (CONTROL NO. A-20438)

We are requesting a one-year extension of our contract with SSOE, Inc. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20438

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

j. EXTENSION OF CONTRACT FOR LANDSCAPE ARCHITECTURE SERVICES, 2003 – LOSE & ASSOCIATES, INC. – M-03-046 (CONTROL NO. A-20439)

We are requesting a one-year extension of our contract with Lose & Associates, Inc. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20439

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

k. EXTENSION OF CONTRACT FOR LAND SURVEYING SERVICES, 2003 – VOLUNTEER SURVEYING. – M-03-045 (CONTROL NO. A-20440)

We are requesting a one-year extension of our contract with Volunteer Surveying. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20440

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

l. EXTENSION OF CONTRACT FOR LAND SURVEYING SERVICES, 2003 – CHERRY LAND SURVEYING, INC. – M-03-042 (CONTROL NO. A-20441)

We are requesting a one-year extension of our contract with Cherry Land Surveying, Inc. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20441

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

m. EXTENSION OF CONTRACT FOR LAND SURVEYING SERVICES, 2003 – THORNTON & ASSOCIATES, INC. – M-03-044 (CONTROL NO. A-20442)

We are requesting a one-year extension of our contract with Thornton & Associates. The original contract states that this contract may be extended for a one (1) year term not to exceed five years total. This would be the final year of a possible five-year term.

It is recommended that this extension be approved.

Legality approved by Metro Department of Law – Control No. A-20442

Funding: Various funds will be charged against individual school projects as work is assigned.

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

n. RECOMMENDATION FOR APPROVAL – ARCHITECTURAL FIRMS FOR YEAR 2007-2008

In accordance with the Board of Education's policy for selecting architects, the following architectural firms are being recommended for the 2007-2008 year:

<u>Project</u>	<u>Recommended Firm</u>
Paragon Mills Elementary (16 CR Addition)	Binkley Garcia
Una Elementary (12 CR Addition)	Street Dixon Rick
Overton High (Cafeteria)	Jack Freeman
Maplewood High (Renovation)	Kline Swinney
J.E. Moss Elementary (5 CR Addition)	Moody Nolan
Apollo Middle (20 CR Addition)	Edwards & Hotchkiss
Cole Elementary (14 CR Addition)	Bauer Askew
Elementary School PE Rooms (3)	Hastings Associates
ADA Compliance, 2008	Larry Woods
Hillwood Cluster (Increase Elem. School Capacity)	Hinson Miller Kickirillo

It is recommended that these architectural firms be approved.

Legality approved by Metro Department of Law – Control No. A-20444

FUNDING: Various funds will be charged against individual school projects.

July 24, 2007

o. CHANGE ORDER # 1 – INDOOR P.E. ROOMS, PACKAGE E (NORMAN BINKLEY, ROSS ELEMENTARY, AND LILLARD ELEMENTARY AT KING'S LANE) – BOMAR CONSTRUCTION COMPANY – M-366 (CONTROL NO. A-20443)

You are requested to make the following changes to this Contract:

1. Install grinder pump and weather heads	ADD	\$18,485.17
2. Extension of 1-hour wall	ADD	844.20
3. Install civil-related items due to Code requirements	ADD	<u>96,320.88</u>
		TOTAL \$115,650.25

It is recommended that this change order be approved.

Legality approved by Metro Department of Law – Control No. A-20443

FUNDING: 27-04-9210-572

July 24, 2007

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

p. AWARDING OF BIDS AND CONTRACTS

(1) **WHO:** Tennessee Department of Labor & Workforce Development

WHAT: Grant contract to continue funding for an adult education program under the provisions of the Workforce Investment Act of 1998 (part of the Adult Education and Family Literacy Act). The program includes basic skills instruction in reading, writing and math; GED preparation; and instruction in English language skills, family literacy and workplace education. The term of the contract is July 1, 2007 to June 30, 2008.

FOR WHOM: Least educated and most needy adult residents of Davidson County, particularly those who are lacking a high school diploma, formerly incarcerated, single parents, displaced homemakers, and those with low income, limited English language skills and disabilities

HOW MUCH: \$537,764

HOW THIS CONTRACT WILL BE EVALUATED:

1. The percentage of participants demonstrating improvements in literacy skill levels in reading, writing, and speaking the English language, numeracy problem-solving, English language acquisition, and other literacy skills
2. The percentage of participants' placement in, retention in, or completion of post secondary education, training, unsubsidized employment or career advancement
3. The percentage of participants receiving a secondary school diploma or its recognized equivalent
4. The percentage of participants who start but do not complete the program

MBOE Contract Number: 2-215286-12

For Administrative Services/Adult Basic Education

Metro Legal Control Number: A-20385

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

p. AWARDING OF BIDS AND CONTRACTS

(2) **WHO:** Dr. Robert Probst

WHAT: Performance contract to provide professional development services in cooperation with Dr. Kylene Beers for a Teachers' Advancement Program (TAP) to effect changes in teacher knowledge and teaching practices. The training will include practice, feedback, reflection, group inquiry and coaching to embed new material within the curricular demands of individual sites. The term of this contract is July 1, 2007 through June 30, 2011.

FOR WHOM: 100 MNPS middle school reading/language arts teachers and reading specialists with some programs for elementary and high school reading specialists and literacy coaches and for administrators

HOW MUCH: \$55,000 per year

HOW THIS CONTRACT WILL BE EVALUATED:

1. Pre- and post-survey assessment instruments to determine changes in teacher knowledge and teaching practices that occurred during the training
2. Written report to MNPS by project directors that evaluates the surveys and the impact of TAP on classroom practice

MBPE Contract Number 2-00129-00
For Curriculum & Instruction /Assessment and Evaluation
Metro Legal Control Number A-20406
Source of Funds: Title I

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

p. AWARDING OF BIDS AND CONTRACTS

(3) **WHO:** Dr. Kylene Beers

WHAT: Performance contract to provide professional development services in cooperation with Dr. Robert Probst for a Teachers' Advancement Program (TAP) to effect changes in teacher knowledge and teaching practices. The training will include practice, feedback, reflection, group inquiry and coaching to embed new material within the curricular demands of individual sites. The term of this contract is July 1, 2007 through June 30, 2011.

FOR WHOM: 100 MNPS middle school reading/language arts teachers and reading specialists with some programs for elementary and high school reading specialists and literacy coaches and for administrators

HOW MUCH: \$55,000 per year

HOW THIS CONTRACT WILL BE EVALUATED:

1. Pre- and post-survey assessment instruments to determine changes in teacher knowledge and teaching practices that occurred during the training
2. Written report to MNPS by project directors that evaluates the surveys and the impact of TAP on classroom practice

MBPE Contract Number 2-00130-00
For Curriculum & Instruction /Assessment and Evaluation
Metro Legal Control Number A-20405
Source of Funds: Title I

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

p. AWARDING OF BIDS AND CONTRACTS

(4) **WHO:** Tennessee Department of Education

WHAT: Grant memorandum of understanding (MOU) to fund the development and maintenance of a Coordinated School Health Initiative that will support the hiring of two Coordinated School Health Specialists and one clerical assistant to implement the Initiative first in 12 pilot schools and ultimately in all. Included in the Initiative are professional development training, assistance to existing school health organizations, evaluation of the MNPS Wellness Policy, implementation of the MNPS Physical Activity Policy and expansion of partnerships with community organizations through Alignment Nashville.

FOR WHOM: MNPS students

HOW MUCH: \$225,000 with a \$113,348 in-kind contribution from MNPS

HOW THIS CONTRACT WILL BE EVALUATED:

1. Effectiveness and inclusiveness of the planning process evaluation by the Outcomes Committee of Alignment Nashville
2. Body Mass Index Screening of the students at the 12 pilot schools to serve as a baseline
3. Youth Risk Behavior Survey of the students at the 12 pilot schools to serve as a baseline

MBPE Contract Number 2-235925-28
For Curriculum & Instruction/Subject Areas
Metro Legal Control Number A-20430

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

p. AWARDING OF BIDS AND CONTRACTS

(5) **WHO:** The Gallup Organization

WHAT: Performance contract to obtain online assessment/interview software and support to aid the evaluation of teacher and principal applicants. MNPS will direct applicants to a website where they will complete an on-line interview. MNPS will receive from contractor a score for each applicant based on historical MNPS data. Contractor will provide and maintain all hardware, software, programming, research and training to use the program. The term of the contract is July 1, 2007 to June 30, 2012.

FOR WHOM: MNPS Human Resources

HOW MUCH: \$324,712 for the full five-year term of the contract with annual payments varying from credits and escalation

HOW THIS CONTRACT WILL BE EVALUATED:

MNPS Human Resources will compare the contractor's score of applicants who are ultimately hired with their performance assessments after hiring.

Metro Contract Number 16564
For: Human Resources
Source of Funds: Operating Budget

Metro Nashville Public Schools is committed to providing a safe and secure school environment. In addition, a proper learning atmosphere is essential for the education of each student.

MNPS Standard School Attire is an effective strategy to promote enhanced student appearance and behavior, which are key ingredients of a positive learning environment in which student safety and achievement are the highest priorities.

Definition of Standard School Attire

Acceptable Attire in all Metro Schools

- A) Pants, shorts, capri pants, skirts, skorts or jumpers in the colors of navy blue, black or any shade of khaki.
- B) Shirts with short or long sleeves and a collar (polo, dress-style with or without buttons, or turtleneck), in the solid colors of white or navy blue.
- C) All shirts should be properly buttoned and tucked inside pants, shorts, skorts or skirts.

Acceptable Attire in Individual Metro Schools

In addition to the districtwide Standard School Attire, individual schools may designate up to four additional solid colors for acceptable styles of shirts.

Implementation Details

Students' dress and grooming will be clean and neat. Clothes and appearance must be safe and not disruptive to the educational process.

Cabinet Sponsor

Assistant
Superintendent for
Administrative
Services,
Assistant
Superintendent for
Student Services

Date Published
May, 2007

Revision History

Review
Annually

Personal Appearance and Dress Code 1737

General Requirements

1. The Standard School Attire policy will be in effect during both the school year and summer program.
2. Students will wear clothing of appropriate size. Appropriate sizes are defined as no more than one size smaller or one size larger than the student's actual clothing size. Pants, shorts, capri pants, skorts or skirts must fit at the waist and must not sag.
3. The district will not require specific brands of clothing. Logos or manufacturer trademarks, if any, must be no larger than two inches. School logos are permitted and are not limited in size.
4. All clothing must be hemmed. No drawstrings, cut-offs or rolled-up cuffs are allowed on pants, capri pants, shorts or skirts.

Pants, shorts, capri pants, skirts, skorts, jumpers or dresses

1. Full-length pants, cropped pants, and straight-legged capri pants are permitted. Pants, capri pants, and shorts must be dress style or casual-dress style (e.g., Dockers®). Pants must be straight-leg or boot-cut.
2. Pants, shorts, skirts and skorts with elastic waistbands must be worn at the waist and do not require a belt. All other pants, shorts, skirts and skorts must be worn at the waist, and those with belt loops must be worn with a belt.
3. Shorts, jumpers, dresses, skirts or skorts must extend below the fingertip.

Shirts and tops

1. Dresses with short or long sleeves and a collar (polo, dress-style or turtleneck) in the district- or school-approved solid colors are acceptable.
2. All blouses and shirts should be properly buttoned and tucked inside pants or skirts. Chests and midribs must be covered.
3. T-shirts with or without sleeves may be worn as undergarments. They must be solid white, navy blue or one of the additional solid colors approved by the school and may not display any writing, pictures or images.

Additional Clothing

A single blazer, suit jacket, vest, sweater, or cardigan is permitted as a garment that may be worn over the Standard Attire top. These garments must be sized according to the General Requirements section of this policy. The garments must also be in one of the district- or school-approved solid colors and must be worn over a shirt with a collar.

Attire for Special Occasions

1. The principals of individual schools may allow exceptions to the Standard School Attire policy for schoolwide activities up to 10 days per year. Such exceptions would include a particular mode of attire for special occasion days such as School Spirit Week or for particular school-sponsored or school-related activities during the course of the school day.
2. In addition, principals will have the authority to approve occasional variations from Standard School Attire for particular groups of students. For example, athletic team members or cheerleaders may wear their sports-top layered over a collared or turtleneck shirt, or members of school clubs may wear club-related or school-sponsored T-shirts over a collared or turtleneck shirt. Such attire will be tucked in at the waist whenever practical as determined by the principal. Standard Attire pants, shorts, skirts, capri pants or skorts must be worn at all times.

Footwear

Footwear must be worn at all times. Laces on shoes or sneakers must be tied. No house shoes are allowed.

Assistance with Standard School Attire

The principal of each school will establish procedures and maintain a minimum inventory of required student clothing to provide emergency clothing to students who do not have the required Standard Attire. Funding to support this resource may be drawn from community donations and other sources available to the school.

In addition, MNPS will coordinate with schools, businesses, religious organizations and community groups to open clothing banks for receipt of donated School Attire. While MNPS is not required to provide such Attire to students because of low-income status, the donated items will be made available at no cost to students who demonstrate financial need. The identity of the child or family accessing the source because of their financial status will not be disclosed.

Standard School Attire Prohibitions

1. Denim jeans of any color, "cargo" shorts or pants, and hooded sweatshirts are not permissible. This restriction does not apply to after-school activities such as athletic events.
2. Blouses or shirts without buttons along the front opening are not acceptable as the primary Standard Attire shirt.
3. Outerwear such as raincoats, windbreakers and cold-weather jackets and coats may not be worn in the school.
4. Torn clothing is prohibited. In addition, no see-through clothing is to be worn.
5. Clothing that advertises substances that are illegal for teens (drugs, alcohol, tobacco products) or language or writing that is otherwise inappropriate or offensive (sex, profanity, racial or ethnic slurs, gang related attire, etc) may not be worn.
6. Tattoos that display drugs, alcohol or tobacco products, or gang- or sex-related words or images must not be seen at anytime.
7. Chains, spiked accessories and belt buckles with concealed weapons are not permissible. Belts may not hang down as a "tail" from the belt loop.
8. Head coverings such as bandanas, scarves, sweatbands, caps, do-rags, or hairnets are not to be worn or seen during school time or school functions.

Standard School Attire Provisions

1. Students participating in the JROTC program of their school may wear their JROTC uniform on days designated by the school.
2. Approved head coverings worn as part of a student's bona fide religious practices or beliefs shall not be prohibited under this policy.

Compliance

School administrators and teachers are encouraged to use positive reinforcement to obtain compliance with Standard School Attire requirements. However, when a student fails to comply with the School Attire policy, discipline is appropriate. The following discipline procedures will apply:

First Offense

1. A student whose clothing or accessories violate the Standard Attire policy may be removed from class with a chance to correct and return to class.
2. Such correction may include use of school-provided clothing, if available, until the end of the school day. If such correction is not obtained, the student may be removed to in-school suspension either for the remainder of the day or until a parent or designee brings an acceptable change of clothing to the school.
3. The infraction will be communicated to the parent or guardian.

Second Offense

1. One day of in-school suspension.
2. For elementary schools or in unusual situations, the in-school suspension may take place in an alternative setting as determined by the principal.
3. The infraction will be communicated to the parent or guardian.

Third Offense

1. One day of in-school suspension.
2. An "overnight" or "provisional" suspension. This one-day, out-of-school suspension is waived if parents accompany the student to the school the following morning for a conference with the principal or his/her designee.
3. The infraction will be communicated to the parent or guardian.

Subsequent and Repeated Infractions

Repeated violations of the Standard School Attire policy will be treated as disruptive behavior and/or defiance of school authority. These violations may result in out-of-school suspensions as prescribed in the Student Code of Conduct, Disciplinary Due Process.

Academic Consequences

In-school suspension for violation of the Standard School Attire policy will not affect a student's academic standing.

Fresh Start

Violations of the Standard School Attire policy will not carry over from the previous semester or school year.

Standard School Attire Exemption Process

Schools will provide reasonable accommodation to students whose bona fide religious belief, medical condition or disability requires special clothing.

To request such accommodation:

- Parents must obtain a copy of this policy and an exemption form from their school or the Customer Service Center. The exemption form must be completed by the parent and returned to the school.
- The principal of the school will review the exemption request. The parent will be notified in writing of the status of the request within 10 days.
- To appeal, the parent may request a meeting with the principal. Based upon the outcome of that meeting, the principal will notify the parent in writing of the status of the request within five days.
- A further appeal may be made to the Director of Schools pursuant to DSOP 0110.

District or campus personnel will not discriminate against any student who has been exempted from the mandatory use of Standard School Attire because of objections based on bona fide religious, medical or disability needs.

Authority of MNPS

The District reserves the right to modify this policy as necessary. The District and individual schools reserve the right to determine what may be disruptive and unsafe.

References/Authority

TCA § 49-1-302

TCA § 49-6-4215

DSOP 0110 – Complaints

BOARD OF EDUCATION
CALENDAR OF UPCOMING EVENTS

<u>DATE</u>	<u>TIME</u>	<u>EVENT</u>	<u>LOCATION</u>
Jul 24	5:00 pm	Regular Board Meeting	Board Room
Jul 27	4:00 pm	Policy Governance Meeting	Board Conference Room
Aug 14	5:00 pm	Regular Board Meeting	Board Room
Aug 15	9:30 am	Quarterly Meeting with Mayor	TBA
Aug 22	4:30 pm	Insurance Trust	Board Conference Room
Aug 28	5:00 pm	Regular Board Meeting	Board Room
Sep 11	5:00 pm	Regular Board Meeting	Board Room

Sales Tax Collections As of July 20, 2007

MONTH	TOTAL 2005 - 2006 COLLECTIONS	TOTAL 2006 - 2007 COLLECTIONS	\$ Change For Month	% Change For Month	% Increase/Decrease Year-To-Date
September	\$13,626,623.26	\$15,127,968.10	\$1,501,344.84	9.92%	9.92%
October	14,678,010.48	15,068,137.01	390,126.53	2.59%	6.26%
November	15,019,847.95	15,426,028.07	406,180.12	2.63%	5.04%
December	14,620,823.75	15,468,324.51	847,500.76	5.48%	5.15%
January	14,149,165.91	15,012,031.81	862,865.90	5.75%	5.27%
February	20,044,575.48	19,942,060.80	(102,514.68)	-0.51%	4.07%
March	13,492,970.21	14,759,528.51	1,266,558.30	8.58%	4.67%
April	13,191,260.23	13,835,027.85	643,767.62	4.65%	4.67%
May	15,218,342.07	16,374,212.54	1,155,870.47	7.06%	4.94%
June	14,646,670.53	15,190,525.35	543,854.82	3.58%	4.81%
July	14,570,717.86	15,496,403.91	925,686.05	5.97%	4.92%
August	16,018,088.85				
TOTAL	\$179,277,096.58	\$171,700,248.46	\$8,441,240.73		4.92%

MONTH	TOTAL 2006-2007 COLLECTIONS	2006-2007 DEBT SVS	2006-2007 OPERATIONS	Projection 103.0774725%	Difference to Meet Projection
September	\$15,127,968.10	\$1,417,325.00	\$13,710,643.10	\$14,045,978.85	\$1,081,989.25
October	15,068,137.01	1,417,325.00	13,650,812.01	15,129,722.22	(61,585.21)
November	15,426,028.07	1,417,325.00	14,008,703.07	15,482,079.65	(56,051.58)
December	15,468,324.51	1,417,325.00	14,050,999.51	15,070,775.59	397,548.92
January	15,012,031.81	1,417,325.00	13,594,706.81	14,584,602.61	427,429.20
February	19,942,060.80	1,417,325.00	18,524,735.80	20,661,441.79	(719,380.99)
March	14,759,528.51	1,417,325.00	13,342,203.51	13,908,212.66	851,315.85
April	13,835,027.85	1,417,325.00	12,417,702.85	13,597,217.64	237,810.21
May	16,374,212.54	1,417,325.00	14,956,887.54	15,686,682.37	687,530.17
June	15,190,525.35	1,417,325.00	13,773,200.35	15,097,417.79	93,107.56
July	15,496,403.91	1,417,325.00	14,079,078.91	15,019,127.70	477,276.21
August				16,511,041.14	
TOTAL	\$171,700,248.46	\$15,590,575.00	\$156,109,673.46	\$184,794,300.00	\$3,416,989.60

DEBRIEFING

The Board will be debriefing at the end of each Board meeting. This will be a very short process allowing approximately one minute for each Board member to weigh in. The questions that the discussion will surround are:

1. What did we do well?
2. What could we do better?
3. What would you wish we do at our next meeting?