



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – November 27, 2018 – 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. BOARD CHAIRMAN'S REPORT – OUR ORGANIZATION
 - A. Chair's Report
- III. COMMITTEE REPORTS – OUR ORGANIZATION
 - A. Budget
- IV. AWARDS AND RECOGNITION – OUR COMMUNITY
 - A. Summer Reading Partners
- V. GOVERNANCE ISSUES- OUR ORGANIZATION
 - A. Actions
 1. Consent
 - a. Approval of Memorandum of Understanding (MOU) between MNPS and Nashville Leased Housing Associates I, LP
 - b. Recommended Approval of an Easement of Land at Rose Park Middle School for Belmont University
 - c. Recommended Award of Contract for Professional Services (District-Wide Civil Engineering Services) – CT Consultants, Inc.
 - d. Recommended Approval of Change Order #3 for Tusculum Elementary School Additions and Renovations – RG Anderson Construction
 - e. Recommended Approval of Request #29 for Purchase of Furniture for Hillsboro High School – GBI
 - f. Awarding of Purchases and Contracts
 - (1) FilterPro USA LLC
 - (2) Multiple Awardees for computer parts (5 contracts)
 - (3) Ombudsman Educational Services, Ltd.

(4) The Center for Educational Opportunity
Programs (CEOP) Research and Evaluation
Department at the University of Kansas

(5) XanEdu Publishing, Inc.

- g. Certify Charges of Dismissal – Fred Whitley
- h. Board Policy - 2.805 Purchasing
- i. Legal Settlement Claim - C-37780 (\$8,000.00)

VI. DIRECTOR'S REPORT – OUR ORGANIZATION

- A. District Priority KPI Update
- B. Multi-tiered System of Support (MTSS)
- C. Innovation Schools Update
- D. Highlight of Reward Schools Practices

VII. UNFINISHED BUSINESS – OUR ORGANIZATION

- A. Audit Update

VIII. PENDING TOPICS

- A. Full Board
 - a. MNPS Next
 - b. EL Presentation
- B. Committee
 - a. Rising Cost of Transportation – Budget Committee
 - b. Director Evaluation Committee – Finalize Evaluation
 - c. Governance Committee – Elementary Suspensions

IX. ANNOUNCEMENTS

X. WRITTEN INFORMATION TO THE BOARD

- A. New Hire Report
- B. Sales Tax Collection as of November 20, 2018
- C. Fiscal Year 2018-2019 Operating Budget Financial Reports

XI. ADJOURNMENT

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

a. APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MNPS AND NASHVILLE LEASED HOUSING ASSOCIATES I, LP

It is requested that the Board of Education approve the MOU with Nashville Leased Housing Associates I, LP to decline a dedication of real property to MNPS and accept a cash payment of \$250,000 for capital improvements at Bellshire Elementary School.

It is recommended that this MOU be approved.

Legality approved by Metro Department of Law.

FUNDING: n/a

DATE: November 27, 2018

b. RECOMMENDED APPROVAL OF AN EASEMENT OF LAND AT ROSE PARK MIDDLE SCHOOL FOR BELMONT UNIVERSITY

We are requesting the Board approve the Department of Facilities Planning and Construction moving forward with Belmont University to develop an easement for land adjacent to Rose Park Middle School. The proposed Easement will encompass substantially the depiction on the attached, as outlined. The Easement will allow for the proposed construction of a building adjacent to the baseball field at Rose Park. This approval allows Belmont access to the school's property to move forward with construction of this structure. There are no inconveniences for Rose Park Middle School created by this construction, and all costs including but not limited to legal descriptions will be borne by Belmont University. An agreement with the University will be developed that will allow for use of the facility by our school's various sports clubs. A copy of the final legal description will be presented to the Board for informational purposes at the next available Board meeting.

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. RECOMMENDED AWARD OF CONTRACT FOR PROFESSIONAL SERVICES (DISTRICT- WIDE CIVIL ENGINEERING SERVICES) – CT CONSULTANTS, INC.

We are requesting a five-year contract with CT Consultants. Inc. to perform Professional Civil Engineering Services for various projects as determined by Metro Schools.

Compensation is monthly, at an hourly rate, as assigned work is completed.

It is recommended that this contract be approved.

Legality approved by Metro Department of Law.

FUNDING: Various funds used depending on project

DATE: November 27, 2018

d. RECOMMENDED APPROVAL OF CHANGE ORDER #3 FOR TUSCULUM ELEMENTARY SCHOOL ADDITIONS AND RENOVATIONS – RG ANDERSON COMPANY

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

| | |
|--|--------------------|
| 1. Adjustment to contract amount due to demolition of existing portable classroom. | \$8,531.25 |
| 2. Adjustment to contract amount due to undercut building pad and fill with surge stone | \$12,720.00 |
| 3. Adjustment to contract amount due to import of topsoil where old building was demolished. | <u>\$78,575.62</u> |
| Total | \$99,826.87 |

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80405015

DATE: November 27, 2018

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

e. RECOMMENDED APPROVAL OF REQUEST #29 FOR PURCHASE OF FURNITURE FOR HILLSBORO HIGH SCHOOL – GBI INC.

We are requesting approval to issue a purchase order for furniture at Hillsboro High School in the amount of \$1,753,210.

It is recommended that this change order be approved.

FUNDING: 45018.80401118

DATE: November 27, 2018

f. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: FilterPro USA LLC

SERVICE/GOODS (SOW): Purchase and delivery of various HVAC filters for MNPS schools and buildings.

SOURCING METHOD: ITB 19-4

TERM: November 28, 2018 through November 27, 2023

FOR WHOM: MNPS schools and buildings

COMPENSATION: In accordance with Attachment B – Cost Spreadsheet.

Total compensation under this contract is not to exceed \$1,200,000.

OVERSIGHT: Facility Grounds and Maintenance

EVALUATION: Quality and timeliness of receiving products ordered.

MBPE CONTRACT NUMBER: 2-348085-00

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

f. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Multiple Awardees: AssetGenie, Inc.; GHA Technologies, Inc.;
MicroReplay; Thomas Consultants, Inc.; Upper Edge Technologies

SERVICE/GOODS (SOW): Contracts are for used and new replacement computer parts.

SOURCING METHOD: ITB 19-6

TERM: November 28, 2018 through November 27, 2023

FOR WHOM: MNPS teachers, staff, and students

| | |
|--|-----------|
| COMPENSATION: AssetGenie, Inc. not to exceed amount of | \$100,000 |
| GHA Technologies, Inc. not to exceed amount of | \$150,000 |
| MicroReplay not to exceed amount of | \$150,000 |
| Thomas Consultants, Inc. not to exceed amount of | \$100,000 |
| Upper Edge Technologies not to exceed amount of | \$ 50,000 |

Total compensation under these contracts is not to exceed \$550,000.

OVERSIGHT: Technology Information Systems

EVALUATION: Timeliness of delivery and quality of products.

| | | |
|-----------------------|-------------|--------------------------|
| MBPE CONTRACT NUMBER: | 2-00762-00 | AssetGenie, Inc. |
| | 2-00763-00 | GHA Technologies, Inc. |
| | 2-282080-00 | MicroReplay |
| | 2-719167-00 | Thomas Consultants, Inc. |
| | 2-323130-00 | Upper Edge Technologies |

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

f. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Ombudsman Educational Services, Ltd.

SERVICE/GOODS (SOW): Contractor to provide MNPS an off-campus program intended to delivery facility assigned students an opportunity to engage in a personalized learning experience ("Program") while assigned to the Davidson County Juvenile Court Detention Center ("Detention Center"). Contractor's Program will help students progress through academic content courses and pro social skills by offering differentiated instruction of standards-based curriculum in a technology rich environment to improve success toward course completion, test performance, and persistence to graduation.

SOURCING METHOD: Sole Source

TERM: November 28, 2018 through July 31, 2023

FOR WHOM: MNPS students assigned to the Detention Center

COMPENSATION: Contractor shall be paid up to the following for work performed during each school year:

- August 2018 through July 2019: \$222,496 or a per slot cost of \$6,953 per slot for 32 slots. If additional students are referred above the number of slots listed herein, the additional cost will be \$900 per student per month or \$60 per day for partial months of entry/exit, whichever is less.
- August 2019 through July 2020: 225,824 or a per slot cost of \$7,057 per slot for 32 slots. If additional students are referred above the 32 slots, the additional cost will be \$900 per student per month or \$60 per day for partial months of entry/exit, whichever is less.
- August 2020 through July 2021: \$229,216 or a per slot cost of \$7,163 per slot for 32 slots. If additional students are referred above the 32 slots, the additional cost will be \$900 per student per month or \$60 per day for partial months of entry/exit, whichever is less.
- August 2021 through July 2022: \$232,640 or a per slot cost of \$7,270 per slot for 32 slots. If additional students are referred above the 32 slots, the additional cost will be \$950 per student per month or \$65 per day for partial months of entry/exit, whichever is less.
- August 2022 through July 2023: \$236,128 or a per slot cost of \$7,379 per slot for 32 slots. If additional students are referred above the 32 slots, the additional cost will be \$950 per student per month or \$65 per day for partial months of entry/exit, whichever is less.

Total compensation under this contract is not to exceed \$1,800,000.

OVERSIGHT: Student Services

EVALUATION: Contractor's performance will be evaluated based on the completeness and quality of services provided as well as the academic performance (improvement) of the students assigned to Contractor's Program.

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

MBPE CONTRACT NUMBER: 2-00145-01

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

- (4) VENDOR: The Center for Educational Opportunity Programs (CEOP) Research and Evaluation Department at the University of Kansas

SERVICE/GOODS (SOW): Contractor to provide program evaluation on the GEAR UP MNPS Partnership grant. Discretionary grant program designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. GEAR UP MNPS Partnership grant is to provide services at high-poverty middle and high schools. GEAR UP grantees serve an entire cohort of students beginning no later than the seventh grade and follow the cohort through high school.

SOURCING METHOD: Noncompetitive proposal authorized by Federal awarding agency

TERM: December 1, 2018 through September 30, 2025

FOR WHOM: Antioch High School
Antioch Middle School
Apollo Middle School
Glenclyff High School
Gra-Mar Middle School
Jere Baxter Middle School
John Early Museum Magnet Middle School
John Overton High School
Maplewood High School
Margaret Allen Middle School
McMurray Middle School
McKissack Middle School
Pearl-Cohn Entertainment Magnet High School
Stratford STEM Magnet School Lower Campus
Stratford STEM Magnet School Upper Campus
Wright Middle School

COMPENSATION: Contractor to be paid \$197,286 in year 1 and \$195,224 per year in subsequent years (2-7) to cover the following tasks: establish data sharing agreements with school district and grant partners, finalize the performance measures, collect baseline data including demographic/performance data, finalize research design, secure institutional review board approval, develop comprehensive plan, develop/identify instruments for use in evaluation, train staff, collect baseline student and parent survey data, collect outcome evaluation data, develop and finalize yearly evaluation data, conduct site visits, prepare qualitative data, establish reporting procedures, report progress, execute match comparison study, complete annual report, attend annual planning meeting, complete biennial report, complete final evaluation report, and provide support and guidance on evaluation methodology.

Total compensation under this contract is not to exceed \$1,368,630.

OVERSIGHT: Federal Programs

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

EVALUATION: Based on the adherence to the scope of work and the quality of services provided.

MBPE CONTRACT NUMBER: 2-00530-01

SOURCE OF FUNDS: Federal GEAR UP MNPS Partnership Grant

f. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: XanEdu Publishing, Inc.

SERVICE/GOODS (SOW): For the provision of Louisiana English Language Arts Guidebook Unit Readers to MNPS Priority Schools.

SOURCING METHOD: Sole Source

TERM: November 28, 2018 through November 27, 2023

FOR WHOM: Gra-Mar Middle School
Haynes Health/Medical Science Design Center Middle School
Madison Middle School
Maplewood High School
McMurray Middle School
McKissack Middle School
Whites Creek High School
Wright Middle School

COMPENSATION: In accordance with Attachment A – Pricing.

Total compensation under this contract is not to exceed \$116,410.50.

OVERSIGHT: Federal Programs

EVALUATION: Quality of the products and timeliness of delivery.

MBPE CONTRACT NUMBER: 2-322395-01

SOURCE OF FUNDS: State Priority School Grant





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SHAWN JOSEPH, ED.D.
Director of Schools

615.259.8421
615.214.8850
Directorofschools@mnps.org
@MNPSDirector

November 13, 2018

Members of the Board
Metropolitan Board of Public Education
2601 Bransford Avenue
Nashville, TN 37204

Re: Charges Supporting the Dismissal of Fred Whitley, Jr.

Dear Board Members:

I am writing to recommend the dismissal of Fred Whitley, Jr., from employment as a tenured teacher with the Metropolitan Nashville Public Schools ("MNPS"), pursuant to T.C.A. §49-5-511. I have charged him with misconduct or conduct unbecoming a member of the teaching profession, incompetence, inefficiency, and neglect of duty, which are grounds for his dismissal pursuant to T.C.A. §49-5-511. These terms are specifically defined in T.C.A. §49-5-501.

Evidence supporting these charges was set forth in my letter to Fred Whitley, Jr. on November 13, 2018, a copy of which is attached. I am asking you to certify these charges by voting that if proven true, these charges warrant Mr. Whitley's dismissal. Should you certify these charges, I will inform Mr. Whitley of your action and formally advise him of the right to request a hearing before an impartial hearing officer.

At the present time, I am only asking you to certify the charges. I am not asking you to weigh evidence either for or against dismissal. I am merely asking you to vote that the charges, if proven true, warrant dismissal. If Mr. Whitley requests a hearing, it will occur at some point in the future.

Accordingly, it is my recommendation that Fred Whitley, Jr. be dismissed from employment with the Metropolitan Nashville Public Schools.

Sincerely,

Shawn Joseph, Ed.D.

Attachment – Notice of Charges for Dismissal

cc: Deborah Story, Chief Human Resources Officer
Myron Franklin, Interim Principal, Johnson ALC
Corey Harkey, Esq., Department of Law
MNEA
Personnel File (certificated)



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SHAWN JOSEPH, ED.D.
Director of Schools

615.259.8421
615.214.8850
Directorofschools@mnps.org
@MNPSDirector

November 13, 2018

Mr. Fred Whitley

Re: Notice of Charges for Dismissal – Fred Whitley

Dear Mr. Whitley:

This is to inform you that I am recommending that you be dismissed from employment as a tenured teacher with the Metropolitan Nashville Public Schools ("MNPS"). The basis for your dismissal is unprofessional conduct or conduct unbecoming to a member of the teaching profession, inefficiency, insubordination, and neglect of duty. These terms are defined in T.C.A. § 49-5-501, and those definitions are incorporated here.

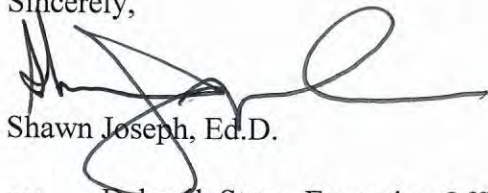
1. On Thursday, October 11, 2018, you stormed out of your class to find an SRO and report that you were assaulted by a student who threw a book which hit you in the stomach. While giving your account of what transpired, another student from the classroom walked by and stated something like, "I bet you didn't tell [the SRO] that you told him [the student who threw the book at you] he was going to get f*** in an hour and you took off your belt and tried to whip him."
2. Interim Principal Myron Franklin conducted an investigation into this incident. Principal Franklin determined that you became angry when students in the class were going through items on your desk and you took off your belt threatening to "whip" them. The student threw a book toward you but did not hit you. You then said you were going to tell the SRO that you were assaulted so that the student could get arrested. You also told the student that he would be getting "f*cked" in an hour when he was locked-up and taken to jail.
3. When Principal Franklin interviewed you, you made several inappropriate statements like: "if it was the streets we could fight, but I'm expected to de-escalate. I'm expected to check my testicles in at the door when I come into the building." You also said: "... got to make them think I'm about to go ape-shit on them. Because if they don't think I'm about to go ape-shit on them, they gone punk me out and make a bitch of me in my room." Then you said: "I was like f*** this whole

job, I just wanted to slam his f***ing head into the wall, but I said, naw. I stopped, calmly walked out and decided I'm going to handle it the way they want male teachers to do, hang your balls on the wall and handle it with the police."

4. This is not the first time that you have had inappropriate interactions with students. Since September, 2017, you have received the following corrective action documents related to similar instances of misconduct.
 - a. You received an email of correction for embarrassing a student in the classroom and telling another student that he would "see [the student] on the news." - August 23, 2018.
 - b. You received a reprimand for using offensive language and having verbal confrontations with students as well as having a physical altercation with one student. - April 24, 2018.
 - c. You received a Counseling Memo for inappropriate verbal interactions with students. - October 16, 2017.
 - d. You received a Counseling Memo for unprofessional use of MNPS email and phone due to email using inappropriate language and student descriptions to a local judge. - September 27, 2017.

Because of your conduct described above, you must be terminated as an employee with MNPS for unprofessional conduct or conduct unbecoming to a member of the teaching profession, inefficiency, insubordination, and neglect of duty.

Sincerely,



Shawn Joseph, Ed.D.

cc: Deborah Story, Executive Officer of Human Resources
Myron Franklin, Interim Principal, Johnson ALC
Corey Harkey, Esq., Department of Law
MNEA
Personnel File (certificated)

Batey, Denetra

From: Franklin, Myron
Sent: Monday, October 22, 2018 6:52 AM
To: Batey, Denetra
Cc: Critchlow, Dottie; Snorten, Chaerea
Subject: Fw: Follow-up to our conversation

First conversation I had with Whitley about his behavior/conduct with students.

From: Whitley Jr, Fred M
Sent: Thursday, August 23, 2018 9:51 AM
To: Franklin, Myron
Cc: Holloway III, Albert
Subject: Re: Follow-up to our conversation

Mr. Franklin,

I appreciate you taking the time to follow up and your suggestions are appreciated. However, when dealing with volatile students you don't know what REASONABLE conversation will set them off, yet I agree that there are best practices for a healthy classroom and techniques for avoiding power struggles that can be employed.

As far as telling a student that "I will read about you on the news," seems bad by itself, especially when taken out of context and taken incompletely. In this particular case, it needs to be taken into context of the entire conversation. That was told to another student as part of a lecture on how speak to people and building better habits that lead to success and not self-destruction. A student was asked not to make threats of violence towards me because those words are hurtful and there are better choices for successful communication which builds better habits. The reference to reading about him was made as a consequence of habitual worsening bad choices and entirely not the end result I want for him.

You expectation of me not becoming aggressive with a student was met. I did not become aggressive even in the face of extreme harassment, disrespect, and threats of violence. Also what you call a threat was me telling her that I would call her mother. As far as me making it known that I will call a parent was an act that "teetered upon violating her right to privacy" seems, well..... It clearly did not cross any line, and is a well accepted practice in American education, but while you are here I will keep your opinions in mind and in practice.

I too look forward to working with you and I expect that you will also habitually discuss with students that teachers are people, have feelings, have rights to respect, and it is not acceptable to express themselves in a manner that causes embarrassment for teachers and also sets the stage for confrontation.

Respectfully,

F. Morris Whitley, II

Hugh J. Johnson Learning Center

(615) 749-3297 ext. 1207

College, Career, Character, & Life

From: Franklin, Myron
Sent: Thursday, August 23, 2018 8:56:19 AM
To: Whitley Jr, Fred M
Cc: Holloway III, Albert
Subject: Follow-up to our conversation

Mr. Whitley,

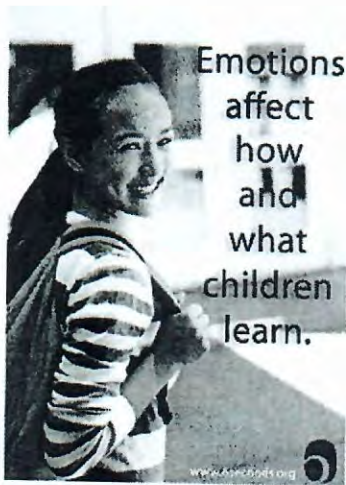
As a follow up to our conversation yesterday, August 23, 2018, it is imperative that adults in the building self-regulate and not allow ourselves to engage students in a manner which only emboldens their negative behavior. As you succinctly stated yesterday, the students in this program can be "volatile", which further demands that de-escalation strategies are employed instead of embarrassment, condescension, or threats. To call the young lady's mother in class, openly, and in the midst of other students caused embarrassment and set the stage for confrontation, which could've have been avoided. Furthermore, your actions teetered upon violating her right to privacy.

Additionally, to tell another student you will "see them on the news" with the insinuation being that the student will either be imprisoned or dead is entirely out of bounds of appropriated teacher/student relationship, further creating a hostile environment and undermining your authority. As I stated on yesterday, going forward, I expect that you will not escalate or become aggressive with students trusted to your care and that you will not use threats or embarrassment as a tool to control behavior. Instead, I expect you to employ emotional intelligence and model appropriate ways to mitigate conflict.

Mr. Whitley, I have taken the liberty to supply you with some readings that I think should drive self-reflection, provide de-escalation strategies and re-enforce your knowledge of the importance of developing authentic, healthy relationships with students. If you have any question or require further support, I am making myself available to you. Thank you for your understanding and compliance with my expectations. Below you will find links to articles assigned to you for further reading:

Healthy Classroom, Emotional Intelligence, and Brain Research

<https://www.6seconds.org/2013/05/29/healthy-classrooms-emotional-intelligence-and-brain-research/>



Social Emotional Learning, Brain Research, and Healthy ...

www.6seconds.org

The implementation of "social emotional learning" is a method for developing the skills of emotional intelligence. Why is this important, and how can it be achieved?

The Power of Teacher Expectation

<https://www.educationnext.org/power-of-teacher-expectations-racial-bias-hinders-student-attainment/>

Avoiding Power Struggles with Students

<http://www.nea.org/tools/49922.htm>

Awareness of Implicit Biases

<https://ctl.yale.edu/ImplicitBiasAwareness>

Respectfully,

-Franklin

COPY

April 24, 2018

To: Mr. Fred Whitley

From: Dr. Sharon Braden

RE: LETTER OF REPRIMAND

This letter of reprimand is given to you with the intention of bringing to your attention the importance of avoiding verbal and physical altercations with students.

AREA OF CONCERN:

This school year we have had several conversations regarding your negative interactions with students including using offensive language and verbal confrontations. Monday, I was notified by Mrs. Gaddy of your physical interaction with a student. According to your statement, the student hit you with a set of headphones and you restrained the student. Also, another student became involved and Mr. Hanna assisted you with the students.

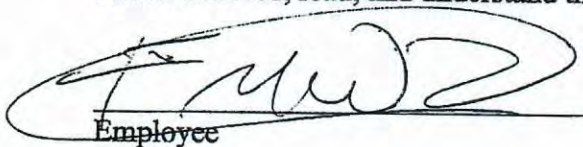
ADMINISTRATIVE ACTION:

You were asked to write a statement and meet with the parent to discuss the matter. After discussion with the parent, the student and you, I find it necessary to issue you an official letter of reprimand regarding the need to avoid further negative interactions with the students. Also, the students are not allowed in your classroom at any time for the remainder of the year.

TIME LINE:

Beginning immediately, you are to take corrective actions to ensure positive interactions with your students. Remember to utilize the strategies you have been trained on (i.e. Positive Behavior Intervention and Support, Restorative Practice, Social Emotional Learning and Give' Em Five).

I have received, read, and understand this letter.


Employee

4/25/18
Date

C: Employee File
Mrs. Tracee Gaddy



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Exceeding Great Expectations

COPY

TO: Mr. Fred Whitley, Teacher

FROM: Dr. Sharon S. Braden, Principal

DATE: October 16, 2017

SUBJECT: Counseling Memo

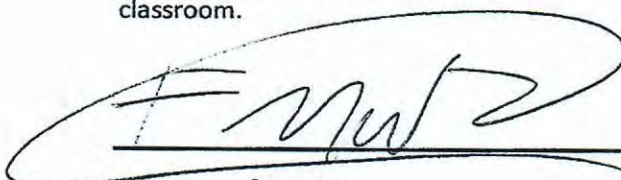
This memo is to provide guidance to you concerning repeated verbal interactions with students due to an incident which occurred, prior to the fall break.

As we have discussed on several occasions the importance of your seeking assistance when a student is disruptive or disrespectful rather than interacting in a verbal confrontation with the student.

As you know, it is important to maintain a safe, secure learning environment where students feel valued and respected. I would suggest that you seek assistance prior to making statements to students which could be deemed as disrespectful or confrontational.

I further suggest that you continue attending the remaining CPI training (1st training completed, October 4, 2017) to address safe management of disruptive and assaultive behavior (CPI, 2005).

Thanks for your attention to ensuring that all students feel respected and welcome to enter your classroom.


Signature of Receipt


Date



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Dottie Critchlow, Ed.D.
Southwest Community Superintendent
2601 Bransford Avenue
Nashville, TN 37204
Dorothy.Critchlow@MNPS.org

TO: Fred M. Whitely, Jr.
Cc: Dr. Sharon Braden, Principal of Johnson ALC
FROM: Dottie Critchlow, Ed.D.
DATE: September 27, 2017
SUBJECT: Memo of Counseling

This is a document to provide guidance to you concerning the professional use of MNPS email and phone numbers based on a document I reviewed due to the references to Johnson ALC.

On July 1, 2017 I assumed responsibility to serve schools as the Southwest Community Superintendent. Johnson ALC was assigned to the group of schools that I support. About that time, a letter from Judge Sheila Calloway was forwarded to me. When I read the letter, I saw it included copies of two email communications from you to Judge Calloway. As I read and reread your messages, I understood how others found your references to the students we serve to be derogatory and disrespectful.

I understand that you have the right to communicate with anyone at any time. However, the communication you sent to Judge Calloway included comments that did not reflect the basic professionalism I would expect from an MNPS teacher of students.

In the future, if you desire to express your opinion about our students, you will need to use private email as a citizen and not use MNPS email. If you include a phone number it should be your private number, not an MNPS phone number. As an MNPS educator, I expect you to show respect toward our students and families, regardless of your private opinions. You will find the grounds for these expectations described in MNPS Technology Acceptable Use Policy HC 5.112 IM 4.160.

A copy of this memo will be sent to Dr. Sharon Braden, your supervisor. It will be included in your site based file at Johnson ALC, but not in your district file in MNPS Human Resources.

Metropolitan Nashville Board of Education

| | | | |
|--|---|----------------------------------|---------------------------------|
| Monitoring: Review: Annually, in September | Descriptor Term: Purchasing | Descriptor Code: 2.805 | Issued Date: 01/23/18 |
| | | Rescinds: FM 2.111 | Issued: 11/01/16 |

1 *General*

2 The school system will purchase competitively and seek maximum educational value for every dollar
3 expended. Authorization to purchase shall be provided by the executive committee. The director of
4 schools shall establish district procedures for requesting and executing purchases. These procedures will
5 comply with all state and federal laws, rules, and regulations.

6 The board will not, under any circumstances, be responsible for payment for any materials, supplies, or
7 services purchased by unauthorized individuals or in an un-prescribed manner.

8 The director of schools must approve the following purchases:

- 9 1. The Director shall seek approval of the Board before committing to any single purchase greater
10 than \$25,000.
- 11 2. a single piece of equipment costing more than five thousand dollars (\$5,000.00);
- 12 3. one that is to be attached to or one that requires alteration of the building; or
- 13 4. one that will become a permanent fixture.

14 **ROUTINE PURCHASES**

15 Routine purchases shall include ~~expenditures for supplies, salaries, and~~ routine expenditures required for
16 the operation of the school system. These expenditures shall be anticipated and provided for in the budget
17 and will normally be authorized by the board at the beginning of the fiscal year. The director of schools
18 or his/her designee shall make all routine purchases without further board authorization; however, the
19 board shall be promptly informed if any substantial variation from budgeted estimates occurs or becomes
20 necessary.

21 **SPECIAL PURCHASES**

22 Special purchases are those which are not routine and which may or may not be specifically identified
23 by line item in the budget. Examples of special purchases are all capital expenditures such as for vehicles,
24 buildings, major contracts, purchases of major equipment, items for long-term use, and supplies of an
25 unusual quantity or nature, or exceeding \$25,000. All purchases in this category shall require specific
26 prior board approval on an item-by-item basis. In its approval, the board may place constraints on the
27 director of schools requiring board evaluation and/or approval at various steps in the procurement
28 process. This will be determined by the board on an individual basis depending on the nature of the
29 procurement action.

1 **EMERGENCY PURCHASES**

2 Emergency purchases are those which are necessary to avert hazards which threaten health or safety, to
3 protect property from damage, or to avoid major disruption of educational activities. If within budgetary
4 limits and deemed essential, emergency purchases may be authorized by the director of schools.
5 However, if the purchase is of such significant magnitude as to impact the integrity of the budget, the
6 chair shall call a special or emergency meeting of the board and MNPS chief financial officer to deal
7 with the matter. In any event, the board shall be advised promptly of all emergency purchases.

8 **PURCHASING OF SURPLUS PROPERTY**

9 The director of schools and other employees designated by the board shall be authorized to act for the
10 board in acquiring federal surplus property through the Tennessee General Services Department for
11 surplus property and in entering into agreements, certifications, and covenants of compliance concerning
12 the use of federal surplus property.

13 **COOPERATIVE PURCHASING**

14 The board, at its option, will join in cooperative purchasing with other public entities to take advantage
15 of lower prices for bulk purchasing and to reduce the cost involved in bidding whenever such buying
16 appears to be to the benefit of the system.

17 **PURCHASING WITH FEDERAL GRANT FUNDS**

18 Before grant funds are obligated or expended, the director of schools shall review the cost of a proposed
19 expenditure and determine if it is an allowable use of federal grant funds.⁴ The director will minimize
20 the time that elapses between the transfer and disbursement of funds once an expenditure is approved.

21 No person officially connected with or employed by the school system may participate in the selection,
22 award, or administration of a purchase or contract supported by a federal award if he or she has a real or
23 apparent conflict of interest. A real or apparent conflict of interest arises when the employee, officer, or
24 agent, any member of his or her immediate family, his or her partner, or an organization which employs
25 or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible
26 personal benefit from a firm considered for a purchase or contract. Upon discovery of any potential
27 conflict, the director shall disclose the potential conflict to the federal awarding agency in writing.⁵

28 **INSURANCE REQUIREMENTS**

29 All purchasing transactions are subject to insurance requirements established by the director of insurance
30 for the Metropolitan Government of Nashville and Davidson County.

Legal References

1. TCA 49-2-206(b)(3); TCA 6-36-115
2. *Tennessee Internal School Uniform Accounting Procedure Manual*, Section 4-9 - 4-12
3. TCA 49-2-608(1)
4. 2 C.F.R. § 200.403
5. 2 C.F.R. § 200.112

Cross References

Purchase Orders and Contracts 2.808

Schools of Innovation: Update



METRO
NASHVILLE
PUBLIC
SCHOOLS

What are the levers to support schools?

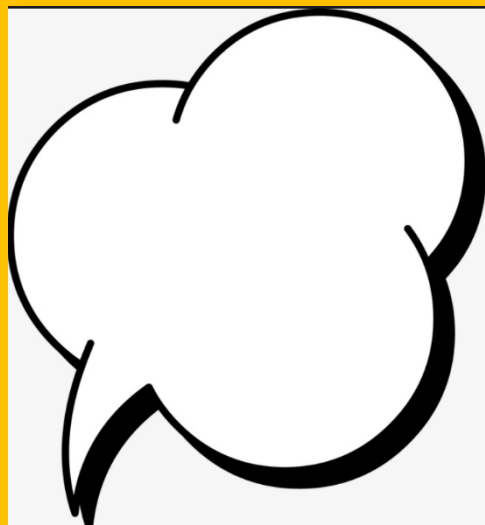


What are our current focal points?

1. Hiring Schools of Innovation specialists, community achieves facilitators, and an EDSSI
2. Implement TDOE approved strategies for student and family supports, instruction, and school leadership.
3. Begin Monthly Problem of Practice Meetings.

How are we developing talent?

1. Partnering with universities to create solutions for hard to fill vacancies.
2. Providing teacher voice opportunities monthly, discussing feedback with leaders, and raising teacher efficacy to increase teacher retention.
3. Collaboratively develop long term solutions for developing urban educators.



Questions & Answers

Board Hire Report - 11.27.18

| Name | Department/School | Title | Hire Date |
|------------------------------|--------------------------------|-------------------------------|-----------|
| GUESTO, NICHOLAS DOMINICK | MNPS Valor Flagship Academy | CHARTER - CERTIFICATED | 11/5/2018 |
| YOUSEF, HEND MANDOUH HELAL | MNPS Sub & Clerical Aides | SUBSTITUTE - ED ASST | 11/5/2018 |
| HINSON, CHASITY ANGELE | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/5/2018 |
| WILLIAMSON, TOSHIBA DIMERA | MNPS Special Ed Bus Sub | MONITOR - SCHOOL BUS | 11/5/2018 |
| DANIELS, LISA DAWN | MNPS Special Ed Bus Sub | MONITOR - SCHOOL BUS | 11/5/2018 |
| VARGASON, MARIA PARTAIN | MNPS Stratford STEM Magnet HS | SECRETARY-CLERK | 11/5/2018 |
| HANA, SAFAA RASHID SOS | MNPS Sub & Clerical Aides | SUBSTITUTE - ED ASST | 11/5/2018 |
| LOUKA, NERMEN A | MNPS Sub & Clerical Aides | SUBSTITUTE - ED ASST | 11/5/2018 |
| KHALIL, KAMELIA SABRY GIRGIS | MNPS Sub & Clerical Aides | SUBSTITUTE - ED ASST | 11/5/2018 |
| WAYS, KAJIN SELIM | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/5/2018 |
| GRANTHAM, SARAH | MNPS East End Prep | CHARTER - SUPPORT | 11/5/2018 |
| ARNOLD, SAMANTHA | MNPS Valor Flagship Academy | CHARTER - SUPPORT | 11/5/2018 |
| EMANUEL, ALEXIS NICOLE | MNPS * K Twelve Administration | ATHL COACH | 11/6/2018 |
| NAIL, CATHERINE ELIZABETH | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/7/2018 |
| WEBSTER, ELLYN MARIE | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/7/2018 |
| WHITE, TELI | MNPS Knowledge Academies HS | CHARTER - CERTIFICATED | 11/7/2018 |
| JULIAN MORENO, ERENDIRA | MNPS Smithson Craighead Acad | CHARTER - SUPPORT | 11/7/2018 |
| BRADEN, KEYERA | MNPS Rocketship Nash NE Elem | CHARTER - SUPPORT | 11/8/2018 |
| MALONE, TYRELL | MNPS East Nash Middle | PARA-PRO - EX ED | 11/9/2018 |
| GOEN, REBECCA ANNE | MNPS John Trotwood Moore MS | COUNSELOR - MS | 11/9/2018 |
| SOFI, RONAHI | MNPS Hunters Lane High | TEACHER - HEALTH PE SECONDARY | 11/9/2018 |
| LOKA, ERINY REFAAT SHEHATA | MNPS A Z Kelley Elementary | ASST - FOOD SVC | 11/9/2018 |
| WILLIAMS, SHENNEL MARILYN | MNPS Jere Baxter Middle | ADMIN - RECORDS SCH FIN PAY I | 11/9/2018 |
| BOSTIC, SOLOMON COOPER | MNPS Insurance and Retirement | ANALYST - HR EMPL BENEFITS II | 11/9/2018 |
| HINDMAN, TIFFANY MICHELLE | MNPS Glenclyff High School | PARA-PRO (ED ASST) | 11/9/2018 |
| BEER, AMY KATHERINE | MNPS Discipline Services | SPEC - BEHAVIOR (BCBA) | 11/9/2018 |
| COVINGTON, DANIELLE A | MNPS John Trotwood Moore MS | PARA-PRO (ED ASST) | 11/9/2018 |
| ROUX, EMILY CHRISTINA | MNPS Granbery Elementary | ED ASST - EX ED ONE TO ONE | 11/9/2018 |
| PARKHE, HEATHER | MNPS Norman Binkley Elementary | ED ASST - EX ED PRE-K BLENDED | 11/9/2018 |
| WADE, TYRONE C | MNPS Stratford STEM Magnet HS | TEACHER - SOCIAL STUDIES GOVT | 11/9/2018 |
| HAMPTON, SARA | MNPS Harris-Hillman Special Ed | PARA-PRO - EX ED | 11/9/2018 |

| | | | |
|-------------------------------|--------------------------------|--------------------------------|------------|
| SOVIA, VICKI V | MNPS Human Resources & Org Dev | REP - eTIME & COMP SVCS | 11/9/2018 |
| HARVELL, MICHAEL JR | MNPS Supply Center | OPER - WHSE & DELIVERY SVC | 11/9/2018 |
| LEE-PEERY, BRENDA | MNPS J E Moss Elementary | TEACHER - KINDERGARTEN | 11/9/2018 |
| NUNNERY, MIGEL | MNPS Intrepid Prep | CHARTER - SUPPORT | 11/12/2018 |
| HOUSE, RITA DENISE | MNPS Westmeade Elementary | TEACHER - EL ES | 11/13/2018 |
| EDWARD, OMAR E | MNPS McKissack Middle | ED ASST - EX ED INCLUSION | 11/13/2018 |
| LYTLE, DEJA AARION-DENICE | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/15/2018 |
| FRIAR, ALLISON P | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/15/2018 |
| CARNEY-LINDSEY, EBONY ESSENCE | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/15/2018 |
| ANTOUN, AMIR F | MNPS Sub & Clerical Aides | SUBSTITUTE - ED ASST | 11/15/2018 |
| PHILLIPS, LYLA KATHLEEN | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/15/2018 |
| CRAWFORD, LANORTE R. | MNPS East Nash Middle | DEAN - STUDENTS MS | 11/16/2018 |
| HERSHEY, RICHARD EDWARD | MNPS Safety and Security | OFFICER - SECURITY | 11/16/2018 |
| NASHED, NERMEEN EZZAT | MNPS McMurray Middle | PARA-PRO - EX ED | 11/16/2018 |
| BEASLEY, HANNAH COURTENAY | MNPS Croft Middle | TEACHER - ART | 11/16/2018 |
| TORRES, ANGELA R. | MNPS Ruby Major Elementary | CASHIER - FOOD SVC | 11/16/2018 |
| CENTOBENE, ALLISON NICOLE | MNPS John Overton High | SECRETARY-CLERK | 11/16/2018 |
| NELSON-SCHAFER, COLEEN | MNPS West End Middle | TEACHER - RESOURCE ADV ACAD P8 | 11/16/2018 |
| STUART, KAITLIN ANNE | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/16/2018 |
| MCGUGIN, ROBERT JAMES | MNPS Wright Middle | TEACHER - SOCIAL STUDIES | 11/16/2018 |
| WARREN, KIMOTHY JEAN | MNPS Discipline Services | COORD - GRANT PROGRAM | 11/16/2018 |
| SINAI, NAAMI | MNPS Sub & Clerical Aides | SUBSTITUTE - ED ASST | 11/16/2018 |
| WILHOITE, TEMIA | MNPS May Werthan Shayne Elem | TEACHER - EL ES | 11/16/2018 |
| EDWARDS, BRITTANY | MNPS Rose Park Middle | PARA-PRO - EX ED | 11/16/2018 |
| GONZALEZ, JENI M | MNPS Glengarry Elementary | PARA-PRO - EX ED | 11/16/2018 |
| CLAYBROOKS, SHERMEAR S | MNPS Ross Early Learning Ctr | ED ASST - PRE-K | 11/16/2018 |
| WILLIAMS, SHIRLEY B | MNPS William Henry Oliver MS | TEACHER - GRADE 7 | 11/19/2018 |
| WALLACE, ROMONA Y | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/19/2018 |
| BRAGDON, MIA NICOLE | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/20/2018 |
| WRIGHT, STACY D | MNPS Day to Day Sub Area I | SUBSTITUTE - TEACHER (CERT) | 11/20/2018 |

Metropolitan Nashville Public Schools
Sales Tax Collections
As of November 20, 2018

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 | | | | |
| January | 19,235,869.11 | | | | |
| February | 23,675,483.78 | | | | |
| March | 17,287,222.96 | | | | |
| April | 17,366,604.50 | | | | |
| May | 20,978,208.62 | | | | |
| June | 20,140,998.62 | | | | |
| July | 20,712,076.34 | | | | |
| August | 21,152,400.16 | | | | |
| TOTAL | \$233,058,200.00 | \$53,055,159.56 | \$149,734.30 | | 0.28% |

Debt Service Fund

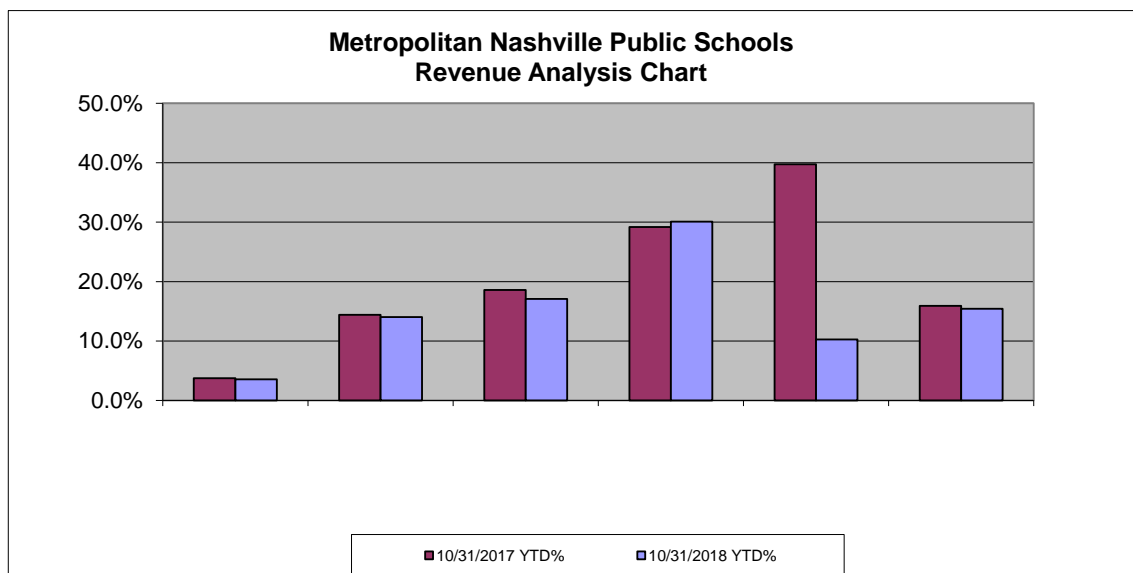
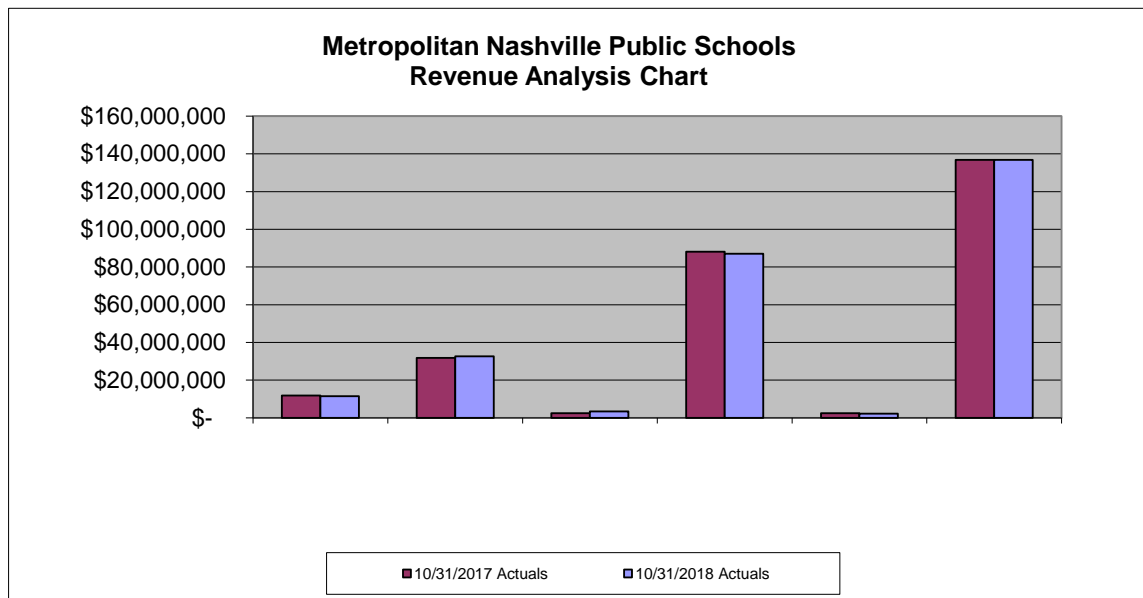
| MONTH | 2018-2019 Projection | TOTAL 2018-2019 COLLECTIONS | \$ Change For Month - FY19 Projection | % Change For Month - FY19 Projection | % Increase / Decrease Year To-Date |
|--------------|---------------------------------|--|--|---|---|
| September | \$3,607,612.63 | \$3,303,141.50 | (\$304,471.13) | -9.22% | -9.22% |
| October | 5,060,535.36 | 5,263,870.33 | \$203,334.97 | 3.86% | 40.93% |
| November | 5,202,619.36 | 5,343,120.92 | \$140,501.56 | 2.63% | 62.60% |
| December | 5,139,761.80 | | | | |
| January | 5,043,268.51 | | | | |
| February | 6,207,248.61 | | | | |
| March | 4,532,371.62 | | | | |
| April | 4,553,183.90 | | | | |
| May | 5,500,075.84 | | | | |
| June | 5,280,575.76 | | | | |
| July | 5,430,301.16 | | | | |
| August | 5,545,745.45 | | | | |
| TOTAL | \$61,103,300.00 | \$13,910,132.75 | \$39,365.40 | | 0.28% |

Metropolitan Nashville Public Schools
General Purpose Fund # 35131
Monthly Budget Accountability Report
October 31, 2018

| | FY18 Annual Budget | FY18 YTD Actuals Through Oct | FY18 YTD % Through Oct | FY19 Annual Budget | FY19 YTD Actuals Through Oct | FY19 YTD % Through Oct | FY19 YTD Budget Available Oct |
|--------------------------------------|-----------------------------------|---|---|-----------------------------------|---|---|--|
| REVENUES: | | | | | | | |
| Charges, Commissions, & Fees | \$ 1,230,000 | \$ 1,083,327 | 88.08% | \$ 1,380,000 | \$ 651,605 | 47.22% | \$ 728,395 |
| Other Governments & Agencies | 301,988,700 | 88,099,197 | 29.17% | 289,264,000 | 87,004,298 | 30.08% | 202,259,702 |
| Taxes, Licenses, & Permits | 551,958,600 | 46,177,160 | 8.37% | 575,676,500 | 47,563,434 | 8.26% | 528,113,066 |
| Fines, Forfeits, & Penalties | 1,200 | 0 | 0.00% | 1,200 | 600 | 50.00% | 600 |
| Transfers From Other Funds and Units | 2,500,000 | 449,532 | 17.98% | 4,500,000 | 1,295,780 | 28.80% | 3,204,220 |
| All Other Revenues | 2,561,300 | 966,481 | 37.73% | 15,478,000 | 252,834 | 1.63% | 15,225,166 |
| TOTAL REVENUES | \$ 860,239,800 | \$ 136,775,697 | 15.90% | \$ 886,299,700 | \$ 136,768,551 | 15.43% | \$ 749,531,149 |
| EXPENSES: | | | | | | | |
| Salaries: | | | | | | | |
| Regular Pay | \$ 438,822,199 | \$ 141,809,145 | 32.32% | \$ 437,837,213 | \$ 137,848,098 | 31.48% | \$ 299,989,115 |
| Overtime | 2,602,700 | 697,367 | 26.79% | 2,596,145 | 617,169 | 23.77% | 1,978,976 |
| All Other Salary Codes | 13,352,766 | 4,160,633 | 31.16% | 8,615,842 | 3,431,442 | 39.83% | 5,184,400 |
| Total Salaries | 454,777,665 | 146,667,145 | 32.25% | 449,049,200 | 141,896,709 | 31.60% | 307,152,491 |
| Fringes | 153,750,407 | 47,835,435 | 31.11% | 156,498,800 | 47,866,861 | 30.59% | 108,631,939 |
| Other Expenses: | | | | | | | |
| Utilities | 24,462,100 | 7,106,918 | 29.05% | 23,413,100 | 7,953,192 | 33.97% | 15,459,908 |
| Professional and Purchased Services | 50,683,341 | 15,890,984 | 31.35% | 48,393,081 | 12,880,423 | 26.62% | 35,512,658 |
| Travel, Tuition, and Dues | 2,525,081 | 543,985 | 21.54% | 1,904,205 | 465,543 | 24.45% | 1,438,662 |
| Communications | 2,758,104 | 871,706 | 31.61% | 2,778,314 | 749,939 | 26.99% | 2,028,375 |
| Repairs and Maintenance Services | 6,118,298 | 1,861,667 | 30.43% | 3,001,801 | 1,395,259 | 46.48% | 1,606,542 |
| Internal Service Fees | 2,392,200 | 809,331 | 33.83% | 2,353,800 | 741,700 | 31.51% | 1,612,100 |
| Transfers To Other Funds and Units | 122,485,200 | 37,456,649 | 30.58% | 135,433,800 | 41,841,338 | 30.89% | 93,592,462 |
| All Other Expenses | 62,847,304 | 16,142,127 | 25.68% | 63,473,599 | 19,866,862 | 31.30% | 43,606,737 |
| Total Other Expenses: | 274,271,628 | 80,683,367 | 29.42% | 280,751,700 | 85,894,256 | 30.59% | 194,857,444 |
| TOTAL EXPENSES | \$ 882,799,700 | \$ 275,185,947 | 31.17% | \$ 886,299,700 | \$ 275,657,826 | 31.10% | \$ 610,641,874 |

METROPOLITAN NASHVILLE PUBLIC SCHOOLS
Revenue Analysis

| Description | FY18 YTD Actuals through Oct 2017 | FY18 Annual Revenue Budget | YTD % | FY19 YTD Actuals through Oct 2018 | FY19 Annual Revenue Budget | YTD % |
|-------------------------------|--------------------------------------|-------------------------------|--------------|--------------------------------------|-------------------------------|--------------|
| Property Taxes | \$ 11,895,716 | \$ 317,963,900 | 3.7% | \$ 11,444,068 | \$ 322,381,100 | 3.5% |
| Local Option Sales Tax | 31,807,375 | 220,693,700 | 14.4% | 32,676,015 | 233,058,200 | 14.0% |
| Other Taxes, License, Permits | 2,474,069 | 13,301,000 | 18.6% | 3,443,351 | 20,172,200 | 17.1% |
| State Funding | 88,099,197 | 301,988,700 | 29.2% | 87,004,298 | 289,264,000 | 30.1% |
| All Other Revenues | 2,499,340 | 6,292,500 | 39.7% | 2,200,818 | 21,424,200 | 10.3% |
| Grand Total | \$ 136,775,697 | \$ 860,239,800 | 15.9% | \$ 136,768,551 | \$ 886,299,700 | 15.4% |



Metropolitan Nashville Public Schools
General Purpose Fund #35131
Expenditures by Function
For the Fiscal Year Ending June 30, 2018

| Function # | Function Name | FY2019 Budget | FY2019 YTD Actuals @ Oct 31, 2018 | % Spent |
|--------------------------------|---|----------------------|---|--------------|
| ADMINISTRATION | | | | |
| 1100 | OFFICE OF DIRECTOR OF SCHOOLS | \$ 614,200 | \$ 195,375 | 31.8% |
| 1110 | BOARD OF EDUCATION | 508,200 | 159,363 | 31.4% |
| 1150 | CHIEF FINANCIAL OFFICER | 297,300 | 101,981 | 34.3% |
| 1190 | ALIGNMENT NASHVILLE | 200,000 | - | 0.0% |
| 1200 | HUMAN CAPITAL | 6,630,400 | 1,693,487 | 25.5% |
| 1205 | EMPLOYEE RELATIONS | 549,200 | 169,325 | 30.8% |
| 1250 | CHIEF OF STAFF | 567,000 | 173,228 | 30.6% |
| 1300 | EMPLOYEE BENEFITS | 922,500 | 296,229 | 32.1% |
| 1400 | CHIEF OPERATING OFFICER | 243,900 | 77,239 | 31.7% |
| 1500 | PURCHASING | 848,900 | 276,690 | 32.6% |
| 1600 | FISCAL SERVICES | 1,818,700 | 577,141 | 31.7% |
| 1625 | SCHOOL AUDIT | 726,300 | 256,517 | 35.3% |
| 1700 | STUDENT ASSIGNMENT SERVICES | 1,309,000 | 309,642 | 23.7% |
| 1750 | FAMILY INFORMATION CENTER | 644,500 | 196,398 | 30.5% |
| 1800 | COMMUNICATIONS | 1,400,500 | 453,711 | 32.4% |
| | TOTAL ADMINISTRATION | \$ 17,280,600 | \$ 4,936,326 | 28.6% |
| LEADERSHIP AND LEARNING | | | | |
| 2050 | CHIEF OF SCHOOLS | 3,644,800 | 1,178,073 | 32.3% |
| 2055 | OFFICE OF PRIORITY SCHOOLS | 202,500 | 135 | 0.1% |
| 2060 | STUDENT SUPPORT SERVICES | 1,591,200 | 433,670 | 27.3% |
| 2080 | CHIEF ACADEMIC OFFICER | 2,471,000 | 839,076 | 34.0% |
| 2109 | FEDERAL PROGRAMS AND GRANTS | 280,000 | 74,478 | 26.6% |
| 2112 | CENTRAL SCHOOL COUNSELING SERVICES | 487,100 | 144,291 | 29.6% |
| 2125 | IN-SCHOOL SUSPENSION | 941,000 | 180,990 | 19.2% |
| 2126 | HOMEBOUND PROGRAM - REGULAR EDUCATION | 174,100 | 40,802 | 23.4% |
| 2136 | GIFTED/TALENTED PROGRAM | 685,600 | 100,549 | 14.7% |
| 2137 | ADVANCED ACADEMICS | 1,544,500 | 248,557 | 16.1% |
| 2160 | PSYCHOLOGICAL SERVICES | 4,831,300 | 1,539,152 | 31.9% |
| 2170 | RESEARCH, ASSESSMENT, AND EVALUATION | 3,378,400 | 1,278,132 | 37.8% |
| 2171 | CENTRAL LIBRARY INFORMATION SERVICES | 510,300 | 280,006 | 54.9% |
| 2174 | INFORMATION MANAGEMENT AND DECISION SUPPORT | 4,625,200 | 1,540,001 | 33.3% |
| 2178 | INFORMATION TECHNOLOGY | 15,301,000 | 4,738,615 | 31.0% |
| 2180 | TEXTBOOKS | 2,247,000 | 1,781,600 | 79.3% |
| 2200 | DISTRICT STAFF DEVELOPMENT | 2,526,500 | 749,356 | 29.7% |
| 2203 | LEARNING TECHNOLOGY | 2,989,100 | 1,157,528 | 38.7% |
| 2215 | PRINCIPAL LEADERSHIP | 229,100 | - | 0.0% |
| 2232 | LITERACY PROGRAM | 2,074,000 | 290,664 | 14.0% |
| 2240 | SUPPLEMENTARY TEACHER PAY | 350,500 | 112,230 | 32.0% |
| 2282 | STEAM (SCIENCE TECHNOLOGY ENGINEERING ARTS & MATHEMATICS) | 1,372,000 | 981,129 | 71.5% |
| 2310 | PRINCIPALS | 50,844,900 | 17,832,080 | 35.1% |
| 2311 | COUNSELING SERVICES | 17,585,600 | 5,012,982 | 28.5% |
| 2312 | LIBRARY SERVICES | 11,827,800 | 3,441,806 | 29.1% |
| 2313 | SUBSTITUTES - REGULAR/CTE | 7,478,000 | 2,287,293 | 30.6% |
| 2314 | HEALTH SERVICES | 5,094,200 | 106,093 | 2.1% |
| 2315 | SUBSTITUTES - SPECIAL EDUCATION | 840,200 | 277,941 | 33.1% |
| 2316 | SCHOOL FUNDING ALLOCATION | 9,590,100 | 1,915,561 | 20.0% |
| 2320 | REGULAR TEACHING | 271,896,700 | 79,484,133 | 29.2% |
| 2321 | PRE-K INSTRUCTION | 6,954,800 | 1,566,180 | 22.5% |
| 2322 | CLASSROOM PREPARATION DAY | 665,200 | 635,827 | 95.6% |
| 2323 | ENGLISH LANGUAGE LEARNER - SUPERVISION | 1,777,000 | 533,676 | 30.0% |
| 2324 | ENGLISH LANGUAGE LEARNER | 18,038,900 | 6,738,350 | 37.4% |
| 2328 | PRE-K MODEL CENTERS | 3,733,000 | 1,048,714 | 28.1% |
| 2332 | ACADEMIES OF NASHVILLE (AON) | 975,200 | 227,685 | 23.3% |
| 2334 | INSTRUCTIONAL SUPPORT - OTHER | 12,292,300 | 8,557,731 | 69.6% |
| 2335 | PUPIL SUPPORT - OTHER | 1,422,300 | 637,129 | 44.8% |
| 2336 | VANDERBILT MATH & SCIENCE PROGRAM | 1,149,500 | 307,167 | 26.7% |
| 2350 | MUSIC MAKES US | 1,901,300 | 456,253 | 24.0% |
| 2371 | CAMPUS SUPERVISORS | 3,252,600 | 620,257 | 19.1% |
| 2395 | HOMEWORK HOTLINE | 90,000 | 31,519 | 35.0% |
| 2505 | CAREER & TECHNICAL EDUCATION SUPERVISION | 314,600 | 102,097 | 32.5% |
| 2520 | CAREER & TECHNICAL EDUCATION | 6,050,100 | 2,363,923 | 39.1% |
| 2555 | METROPOLITAN GOVERNMENT IT CHARGES | 2,148,400 | 644,167 | 30.0% |

Metropolitan Nashville Public Schools
General Purpose Fund #35131
Expenditures by Function
For the Fiscal Year Ending June 30, 2018

| Function # | Function Name | FY2019 Budget | FY2019 YTD Actuals @ Oct 31, 2018 | % Spent |
|---------------------------------------|---|-----------------------|---|--------------|
| 2600 | ALTERNATIVE LEARNING PROGRAMS | 3,243,100 | 876,758 | 27.0% |
| 2650 | NON-TRADITIONAL SCHOOLS | 7,890,600 | 2,562,541 | 32.5% |
| 2700 | OPENING NEW SCHOOLS | 155,000 | 138,031 | 89.1% |
| 2711 | SPECIAL EDUCATION GUIDANCE | 169,600 | 58,832 | 34.7% |
| 2805 | SPECIAL EDUCATION SUPERVISION | 1,107,700 | 323,503 | 29.2% |
| 2810 | SPECIAL EDUCATION PRINCIPALS | 682,900 | 203,377 | 29.8% |
| 2820 | SPECIAL EDUCATION TEACHING | 70,143,700 | 22,833,662 | 32.6% |
| 2999 | CAREER LADDER | 1,200,000 | 105,521 | 8.8% |
| | TOTAL LEADERSHIP AND LEARNING | \$ 572,971,500 | \$ 179,619,823 | 31.3% |
| ATTENDANCE AND SOCIAL SERVICES | | | | |
| 3100 | ATTENDANCE SERVICES | 668,100 | 219,746 | 32.9% |
| 3200 | SOCIAL AND EMOTIONAL LEARNING | 1,157,000 | 267,024 | 23.1% |
| 3210 | CLUSTER BASED STUDENT SUPPORT | 5,417,900 | 1,584,639 | 29.2% |
| 3250 | FAMILY & COMMUNITY SERVICES | 2,891,400 | 812,604 | 28.1% |
| 3260 | COMMUNITY ACHIEVES | 2,078,800 | 497,243 | 23.9% |
| | TOTAL ATTENDANCE AND SOCIAL SERVICES | \$ 12,213,200 | \$ 3,381,255 | 27.7% |
| TRANSPORTATION | | | | |
| 4110 | TRANSPORTATION SUPERVISION | 3,544,700 | 1,213,123 | 34.2% |
| 4130 | OPERATION OF SCHOOL BUSES | 14,818,800 | 3,702,896 | 25.0% |
| 4131 | OPERATION OF SPECIAL EDUCATION BUSES | 7,695,500 | 2,258,809 | 29.4% |
| 4137 | BUS MONITORS | 6,404,700 | 1,561,544 | 24.4% |
| 4160 | MAINTENANCE OF VEHICLES | 5,319,600 | 1,582,317 | 29.7% |
| 4319 | MTA BUS PASSES | 987,200 | 224,959 | 22.8% |
| | TOTAL TRANSPORTATION | \$ 38,770,500 | \$ 10,543,648 | 27.2% |
| OPERATION OF PLANT | | | | |
| 5120 | PORTABLE MOVING | 455,000 | 342,707 | 75.3% |
| 5212 | CUSTODIAL AND CARE OF GROUNDS | 21,878,500 | 7,265,653 | 33.2% |
| 5220 | UTILITY SERVICES, NATURAL GAS | 1,919,800 | 240,227 | 12.5% |
| 5230 | UTILITY SERVICES, WATER & SEWER | 3,055,600 | 1,221,067 | 40.0% |
| 5240 | UTILITY SERVICES, ELECTRICITY | 18,437,000 | 6,485,156 | 35.2% |
| 5250 | UTILITY SERVICES, TELEPHONES | 1,017,000 | 269,581 | 26.5% |
| 5260 | UTILITY SERVICES, WASTE DISPOSAL | 1,098,900 | 373,975 | 34.0% |
| 5280 | RADIO TRANSMISSION | 205,400 | 97,533 | 47.5% |
| 5315 | FIXED ASSET AND INVENTORY CONTROL | 2,327,400 | 770,903 | 33.1% |
| 5320 | DELIVERY & MAIL SERVICES | 1,013,900 | 283,230 | 27.9% |
| 5325 | SAFETY AND SECURITY | 3,250,000 | 971,989 | 29.9% |
| 5326 | ATHLETIC OFFICE | 605,000 | 195,075 | 32.2% |
| | TOTAL OPERATION OF PLANT | \$ 55,263,500 | \$ 18,517,095 | 33.5% |
| MAINTENANCE OF BUILDINGS | | | | |
| 6110 | MAINTENANCE SUPERVISION | 679,900 | 178,891 | 26.3% |
| 6120 | CONSTRUCTION SUPERVISION | 530,700 | 170,140 | 32.1% |
| 6300 | MAINTENANCE OF FACILITIES | 19,281,200 | 6,102,485 | 31.6% |
| | TOTAL MAINTENANCE OF BUILDINGS | \$ 20,491,800 | \$ 6,451,515 | 31.5% |

Metropolitan Nashville Public Schools
General Purpose Fund #35131
Expenditures by Function
For the Fiscal Year Ending June 30, 2018

| Function # | Function Name | FY2019 Budget | FY2019 YTD Actuals @ Oct 31, 2018 | % Spent |
|-------------------------------------|---|-----------------------|---|--------------|
| FIXED CHARGES | | | | |
| 7210 | RENTAL LAND AND BUILDING | 56,100 | 23,361 | 41.6% |
| 7311 | RETIREEES GROUP INSURANCE-CERTIFICATED | 22,245,000 | 8,007,318 | 36.0% |
| 7315 | EMPLOYEE DEATH BENEFITS | 74,000 | 31,667 | 42.8% |
| 7316 | EMPLOYEE INJURIES ON THE JOB REIMBURSEMENT | 2,621,100 | 432,050 | 16.5% |
| 7318 | RETIREMENT SICK LEAVE PAY-CERTIFICATED | 1,500,000 | 118,776 | 7.9% |
| 7319 | RETIREMENT SICK LEAVE PAY-SUPPORT | 208,100 | 128,671 | 61.8% |
| 7320 | BUILDINGS AND CONTENTS INSURANCE | 1,032,900 | 516,450 | 50.0% |
| 7325 | INSURANCE RESERVE | 14,700 | 3,000 | 20.4% |
| 7340 | LIABILITY INSURANCE | 1,290,600 | 640,266 | 49.6% |
| 7499 | GUARANTEED PENSION PAYMENT | 4,285,000 | 1,428,333 | 33.3% |
| 7777 | PROPERTY TAX REFUND | 8,532,000 | - | 0.0% |
| 7900 | LEGAL SERVICES | 192,000 | 105,064 | 54.7% |
| | TOTAL FIXED CHARGES | \$ 42,051,500 | \$ 11,434,956 | 27.2% |
| ADULT AND COMMUNITY SERVICES | | | | |
| 8119 | DISTRICT DUES | 76,100 | 68,663 | 90.2% |
| 8320 | ADULT EDUCATION PROGRAM | 474,400 | 186,769 | 39.4% |
| | TOTAL ADULT AND COMMUNITY SERVICES | \$ 550,500 | \$ 255,432 | 46.4% |
| | OPERATING TRANSFER TO CHARTER SCHOOLS FUND | \$ 125,106,800 | \$ 39,657,021 | 31.7% |
| | REIMBURSABLE PROJECTS | \$ 1,599,800 | \$ 860,754 | 53.8% |
| | GRAND TOTAL: | \$ 886,299,700 | \$ 275,657,826 | 31.1% |