



METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – September 25, 2018 – 5:00 p.m.
Sharon Dixon Gentry, EdD, Chair

TIME

- 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. GOVERNANCE ISSUES- OUR ORGANIZATION
 - A. Actions
 - 1. Consent
 - a. Recommended Approval of Change Order #2 for New Tusculum Elementary School – RG Anderson Company
 - b. Awarding of Purchases and Contracts
 - (1) AVID Center
 - (2) Metis Associates, Inc.
 - (3) Metropolitan Public Health Department (MPHD)
 - c. School Calendar
 - d. Legal Settlement Claim #L-16472 (\$61,500)
 - e. **Legal Settlement (\$20,130)**
- IV. COMMITTEE REPORTS – OUR ORGANIZATION
 - A. Governance
- V. DIRECTOR'S REPORT – OUR ORGANIZATION
 - A. Audit Update
 - B. Lead Program Update
 - C. Innovation Schools Update
- VI. UNFINISHED BUSINESS – OUR ORGANIZATION
- VII. PENDING TOPICS
 - A. Rising Costs of Transportation - Budget Committee
- VIII. ANNOUNCEMENTS
- IX. WRITTEN INFORMATION TO THE BOARD
 - A. New Hire Report
- V. ADJOURNMENT

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

a. RECOMMENDED APPROVAL OF CHANGE ORDER #2 FOR NEW TUSCULUM
ELEMENTARY SCHOOL – RG ANDERSON COMPANY

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

- | | |
|---|----------|
| 1. Adjustment to contract amount for the addition of water
and gas lines to the existing gym | \$26,630 |
|---|----------|

Total	\$26,630
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It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80405015

DATE: September 25, 2018

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: AVID Center

SERVICE/GOODS: Amendment #1 to the contract for the AVID college readiness program. This amendment adds available compensation to the contract and identifies the schools which will participate in the program during the 2018-2019 school year.

SOURCING METHOD: Sole Source

TERM: July 1, 2017 through June 30, 2022

FOR WHOM: For the 2018-2019 school year, services will be provided at the following schools:

Antioch High School
Antioch Middle School
Dupont-Hadley Middle School
Glenclyff High School
Gra-Mar Middle School
Hillsboro High School
Ida B. Wells Elementary School
John F. Kennedy Middle School
John Overton High School
Madison Middle School
Maplewood High School
McGavock High School
Wright Middle School

COMPENSATION:

Membership fees for elementary schools:	\$2,899 year/school x 1 = \$2,899
Membership fees for secondary schools:	\$3,609 year/school x 12 = \$43,308
Secondary library package:	\$2,340 per package x 2 = \$4,680
Elementary curriculum set:	\$950
<u>AVID summer institute registration fee for 20 participants:</u>	<u>\$15,900</u>

Total: \$67,737

This amendment increases total compensation under the contract by \$67,737.

Total compensation under this contract is not to exceed \$117,237.

OVERSIGHT: Advanced Academics

EVALUATION: Various data monitoring

MBPE Contract Number: 2-432686-04A1

Source of Funds: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

a. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Metis Associates, Inc.

SERVICE/GOODS (SOW): Program evaluation on the Center for Disease Control and Prevention (CDC) grant "Supportive and Equitable Environments for Urban Students" that implements evidenced-based adolescent sexual health approaches related to Safe and Supportive Environments (SSE), Sexual Health Services (SHS) referral system, and Sexual Health Education (SHE).

SOURCING METHOD: Sole Source

TERM: October 1, 2018 through July 31, 2023

FOR WHOM: MNPS School Counseling Services

COMPENSATION: Contractor to be paid \$18,000 per year to cover meeting with MNPS, developing detailed evaluation plan and timeline, creating data tracking plans, collecting information about participating schools, analyzing information on participating schools, developing draft instruments, finalizing instruments, administering web-based surveys, conducting on-site focus groups and interviews, assisting with the development and submission of semi-annual reports, conducting regular update meetings with project staff, and other various services. Contractor is also allotted up to \$10,000 to cover grantee meeting travel reimbursements over the life of the contract.

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

OVERSIGHT: Federal Programs

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

MBPE CONTRACT NUMBER: 2-282537-04

SOURCE OF FUNDS: Federal CDC Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

a. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Metropolitan Public Health Department (MPHD)

SERVICE/GOODS (SOW): Conduct surveillance activities related to the Youth Risk Behavior Survey and School Health Profiles assessment under the Centers for Disease Control and Prevention (CDC) grant "Supportive and Equitable Environments for Urban Students" that implements evidenced-based adolescent sexual health approaches related to Safe and Supportive Environments (SSE), Sexual Health Services (SHS) referral system, and Sexual Health Education (SHE).

SOURCING METHOD: Memorandum of Understanding (MOU)

TERM: October 1, 2018 through July 31, 2023

FOR WHOM: MNPS School Counseling Services

COMPENSATION: Contractor to be paid up to the following per category:

- \$152,750.00 for supplies
- \$14,000.00 for travel
- \$50,000.00 for sub contractual costs
- \$49,180.58 for indirect costs (22.69%)

Total compensation under this contract is not to exceed \$265,930.58.

OVERSIGHT: Federal Programs

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

MBPE CONTRACT NUMBER: 2-216516-04

SOURCE OF FUNDS: Federal CDC Grant

JULY, 2019						
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7/29-8/2 New Student Registration Week

7/11 Assistant Principals Report

7/30 Teachers report for principal-faculty in-service

7/31 Faculty planning/In-Service day

8/1 Faculty planning/In-Service day

8/2 Faculty planning/In-Service day

8/5 First full day for grades 1-12: half day for PreK and K

8/30 Teachers report for stockpiled PD; students do not report

9/2 Labor Day Holiday

9/6 Progress Reports Issued

10/3 First quarter ends

10/4 Teachers report for Stockpiled PD (Planning/Records day);

students do not report

10/7 Second Quarter begins

10/14-10/18 Fall Break

10/22 Report cards issued

11/8 Parent conference day; students do not report

11/11 Veterans Day Observance

11/15 Progress Reports Issued

11/27-11/29 Thanksgiving Holidays

12/16-12/18 Half day for exams grades 9-12

12/19 Half day for all students; end of 1st semester

12/20-1/3 Winter Holidays

1/6 Teachers report for Stockpiled PD (Planning/Records day);

students do not report

1/7 Third quarter begins

1/9 Report cards issued

1/20 MLK Holiday

2/7 Progress Reports Issued

2/17 Teachers report for stockpiled PD; students do not report

3/13 Third quarter ends

3/13 Half day - all students/ Teacher planning half day in the afternoon

3/16-3/20 Spring Break

3/23 Fourth quarter begins

3/24 Report cards issued

4/10 Spring Holiday

4/21 Progress Reports Issued

5/18-5/20 Half day for exams grades 9-12

5/21 Last day for exams; half day for all students; end of school year

5/22 Teachers report for faculty in-service; last day for teachers

5/25 Memorial Day Holiday

6/2 Last day for assistant principals

Potential snow make-up days: May 26, 27, 28, 29

6 Stockpiled Inclement Weather days built in.

Color Code	
	Teacher in-service days; students do not report
	Stockpiled PD Day; students do not report
	Students in school
	Students out of school
	Students out of school; administrative offices closed
	Half day for all students
	1/2 day for exams; 1/2 day stockpiled PD; grades 9-12 only

JANUARY, 2020						
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MARCH, 2020						
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APRIL, 2020						
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MAY, 2020						
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JUNE, 2020						
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Safe Water Update

September 25, 2018

Ken Stark

Executive Officer Operations

David Proffitt

Executive Director, Facilities Planning, Construction and
Maintenance



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Historical Overview

- Phase 1 – Summer 2016 sampling in 49 highest priority buildings
- Phase 2 – Summer 2017 started additional sampling in additional buildings
- Phase 3 – July/August 2017 sampling of drinking water in 143 buildings.
- Phase 4 – Ongoing – random and follow up sampling

Applicable Standards

- EPA Action Levels for Schools = 15 parts per billion
- Allowable Lead levels in bottled water = 5 parts per billion
- Prior to 2011 “Lead Free” plumbing fixtures could contain 8% lead. Reduced to 0.25%.

Phase 3 Sampling Results Overview - Summer 2017

- 4,213 samples of drinking water sources
- 143 schools sampled
- 38 samples/21 schools above 15 ppb
- 150 samples/49 schools between 5 and 15 ppb

All sources above 5 ppb shut off until repairs could be made and lower levels confirmed.

Phase 4 Sampling Results – Through 9/21/18

- Follow-up on elevated results
 - 185 samples
 - 36 samples between 5 and 15 ppb
 - 3 samples above 15 ppb
- Random Sampling
 - 430 Samples
 - 9 samples between 5 and 15 ppb
 - 0 samples above 15 ppb

All sources above 5 ppb shut off until repairs could be made and lower levels confirmed.

Sampling Investment

Phase	Start Date	No. of Samples	Sampling Cost
1	7/1/2016	3,107	\$167,267.08
2 & 3	7/1/2017	4,595	\$197,990
4	4/1/2018	577	\$79,800 (estimated)
Total		8,279	\$445,057.08

Remedial Efforts

- Fixtures replaced
 - Bubblers
 - 118 replaced
 - Fountains
 - 26 replaced

Flushing

- After extended breaks – Summer and Winter
 - Run for 30 seconds
 - Teachers in classrooms
 - Custodians in common areas
 - Kitchen Staff
 - Principal signs off that it has been completed
- Prior to testing
 - Until June, 2018 – followed current EPA Guidance
 - Night before ran each fixture for 30 seconds. They had to physically hold the valve open.
 - Let sit for at least 8 hours before testing.
 - Filled barrels to keep custodians from accidentally using
 - After June 2018
 - No day before flushing.

Current Process

- All fixtures testing over 5 PPB shut off.
 - Fixtures replaced.
 - Additional sampling to confirm remedy was effective.
 - Follow up testing conducted.
 - Cycle repeats as necessary.
- Random Sampling
 - 10% of fixtures across the district
 - Fixtures randomly selected
 - All buildings tested over the course of the year
- All testing results are posted on the website as soon as we receive them from the lab.

Conclusion

MNPS has:

- Conducted extensive testing in all its buildings
- Disconnected and/or repaired all drinking water sources testing over the bottled water standard of 5 ppb
- Implemented a random testing plan to continue monitoring the water quality into future.

Questions?

Schools of Innovation: Past, Present, Future

Schools of Innovation



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How did our past Priority Schools do?

1. Buena Vista ES (Growing)
2. Inglewood ES (Exit)
3. Napier ES (Exit)
4. Robert Churchwell ES (Growing)
5. Whitsitt ES (Exit)
6. Jere Baxter MS (Returning)
7. Joelton MS (Returning)
8. Madison MS (Returning)
9. Pearl Cohn HS (Exit)
10. Kipp Kirkpatrick (Exit)

What schools are now in Priority Status?

1. Alex Green ES
2. Amqui ES
3. Antioch MS
4. Bellshire ES
5. Buena Vista ES
6. Cohn Learning Center
7. Cumberland ES
8. Gra Mar MS
9. Haynes MS
10. Ida B Wells ES
11. Jere Baxter MS
12. Joelton MS
13. Lillard ES
14. Madison MS
15. Maplewood HS
16. McKissack MS
17. McMurray MS
18. Robert Churchwell ES
19. Rosebank ES
20. Tom Joy ES
21. Warner ES
22. Wright MS
23. Whites Creek HS

How was the Priority School designation determined?

Priority Schools:

- use success rate to rank schools
- based on 2016-17 data (K-8) from 2015-16 & 2016-17 (HS)



Bottom 5% AND

- Did **not** earn school-wide TVAAS composite levels of 4 or 5 for 2 consecutive years

Why do we have an additional CSI designation?

Comprehensive Support & Improvement (CSI):

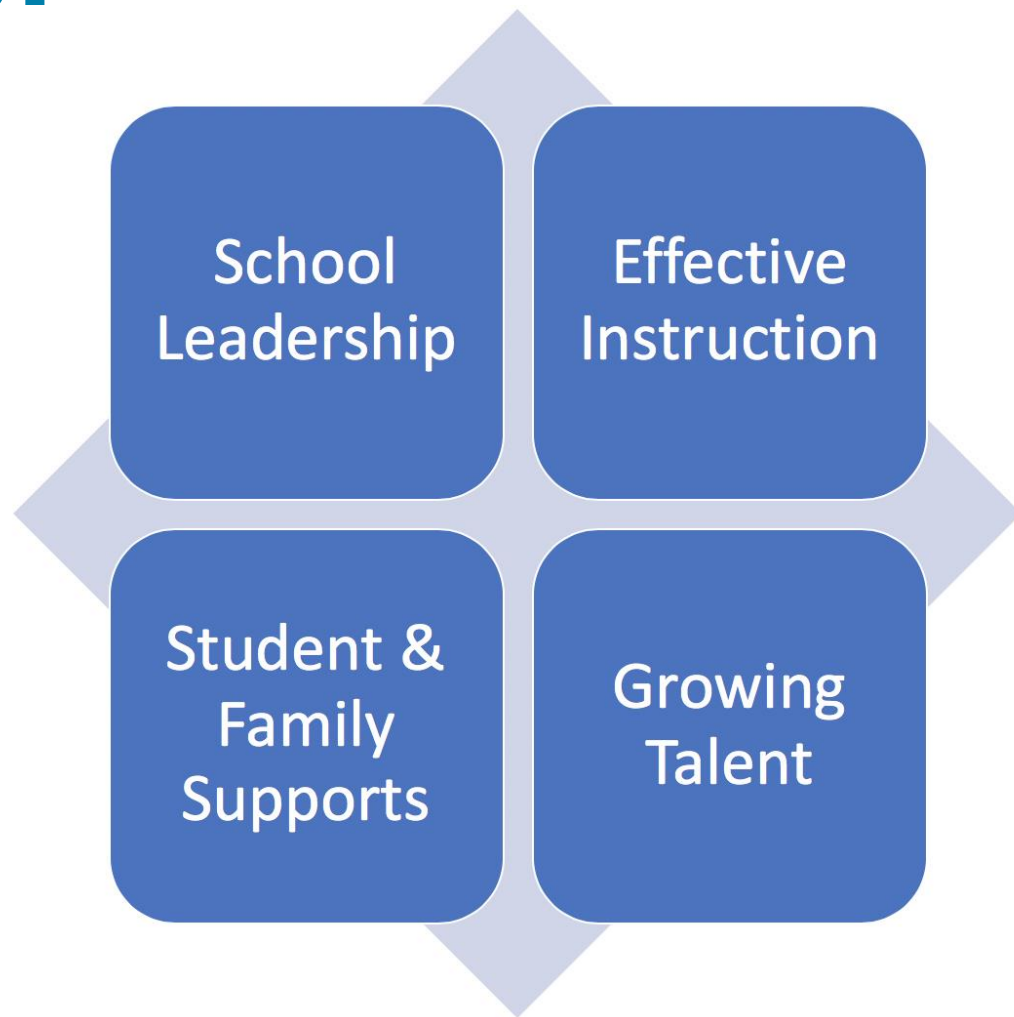
- Federal Designation
- Includes 2017-18 data
- Same support options and exit criteria as Priority School status

What are the demographics of our current schools?

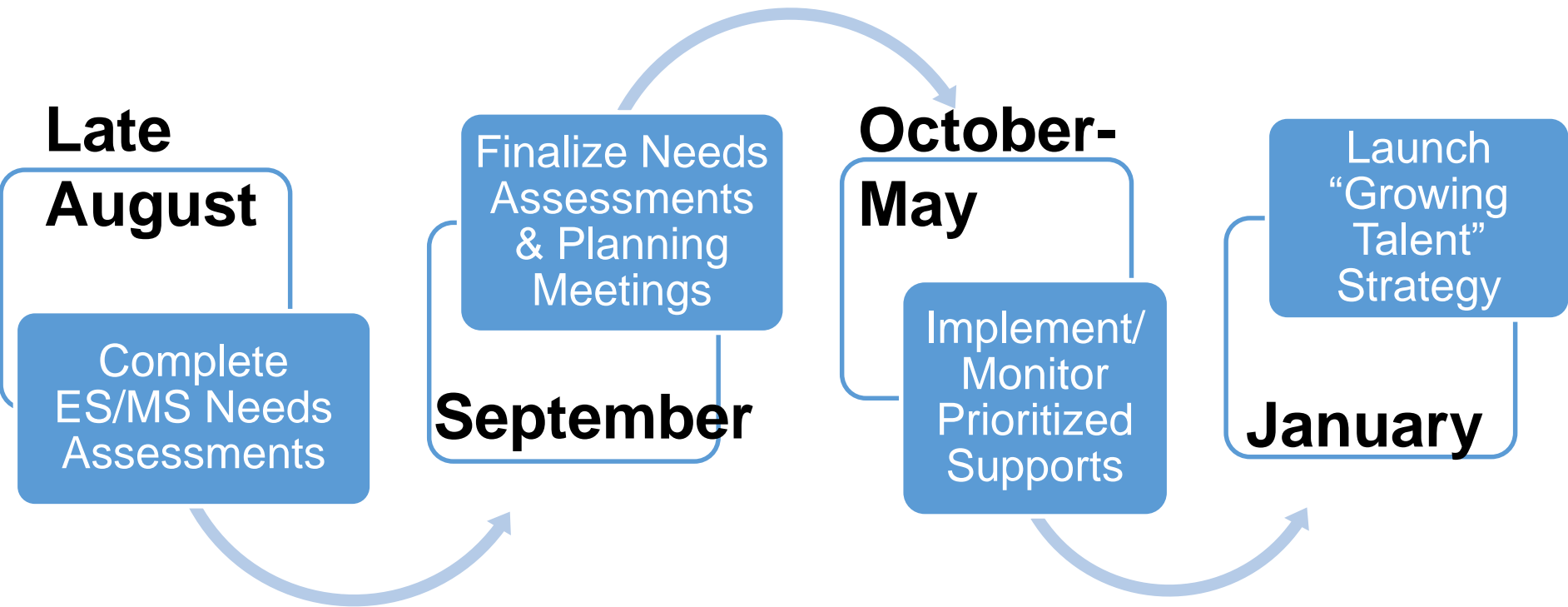
23 Schools

1. By tier (11 ES, 9 MS, 3 HS)
2. By Quadrant: (12 NW, 7NE, 3 SE, 1 SW)
3. By socio-economic status: (average of 65% economically disadvantaged)
4. By attendance: (average of 25% students chronically absent)
5. By literacy growth: (45% of students met growth expectations)

What are the levers to support schools?



What is the transition timeline?



Why Strong Leadership?

TDOE & MNPS Needs Assessment Results:

1. Developing High-Performing, Sustainable Leadership Teams
2. Provide Teachers with Consistent Instructional Feedback

Schools of Innovation Focus:

Refine leadership coaching model to increase and strengthen instructional feedback and engage all stakeholders in achieving the school vision

Why Effective Instruction?

TDOE & MNPS Needs Assessment Results:

1. Ensure Standards Aligned Student Work Occurs Daily
2. Effective Systems for Instruction Are in Place and Used

Schools of Innovation Focus:

Focus instructional coaching to build teachers' capacity and increases the rigor of students' daily work as well as ensures all teachers have access to high quality resources

Why Student and Family Support?

TDOE & MNPS Needs Assessment Results

1. Decreased Chronic Absenteeism
2. Increase Parent Engagement & Family Supports

Schools of Innovation Focus: Implement a community-school partnership model that aligns community partners to school goals, and maximizes community resources to grow student, family, and school success

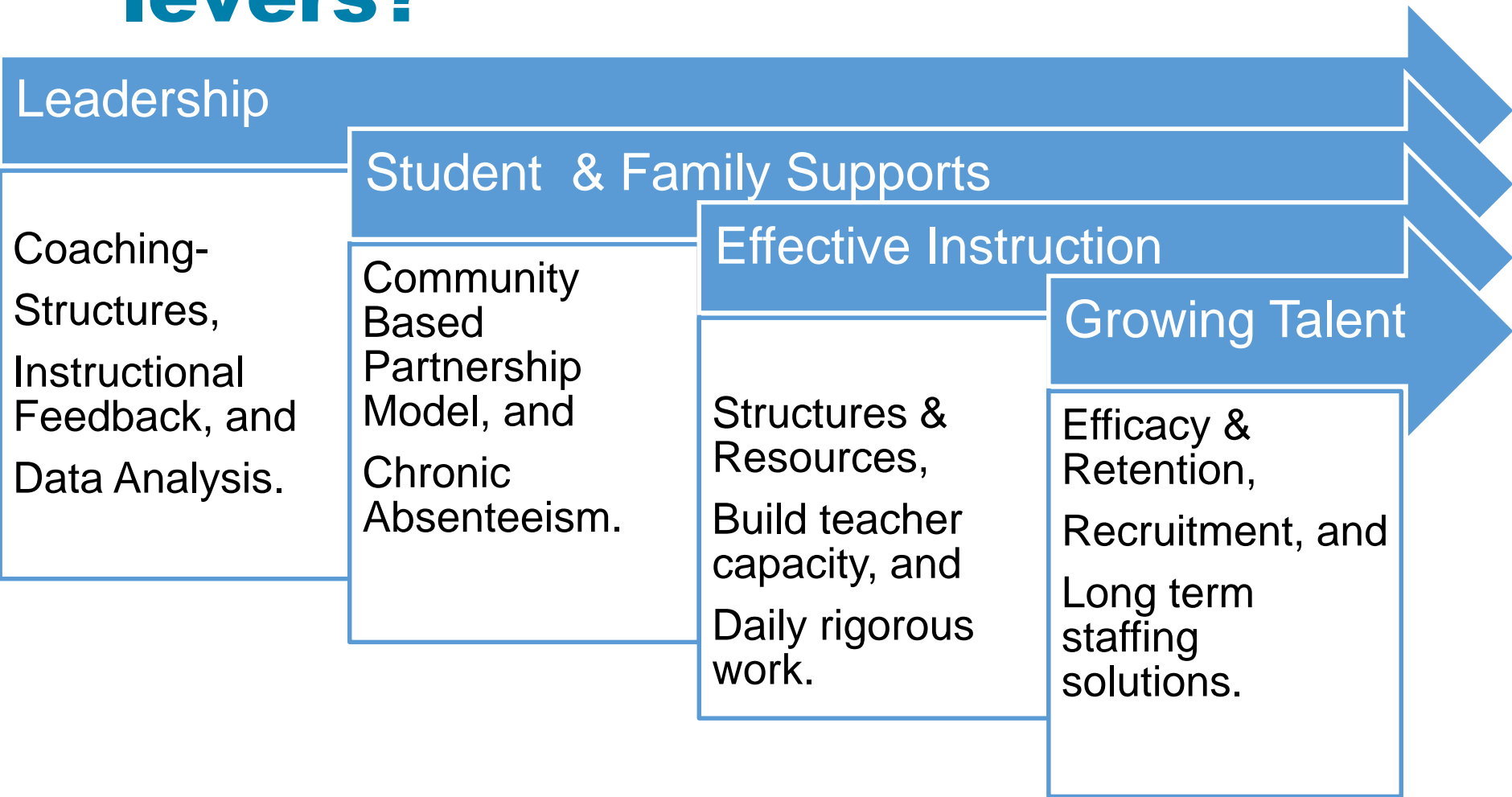
Why Growing Talent?

TDOE & MNPS Needs Assessment Results:

1. Recruit High Quality Teachers to Ensure All Vacancies are filled
2. Retain High Quality Teachers

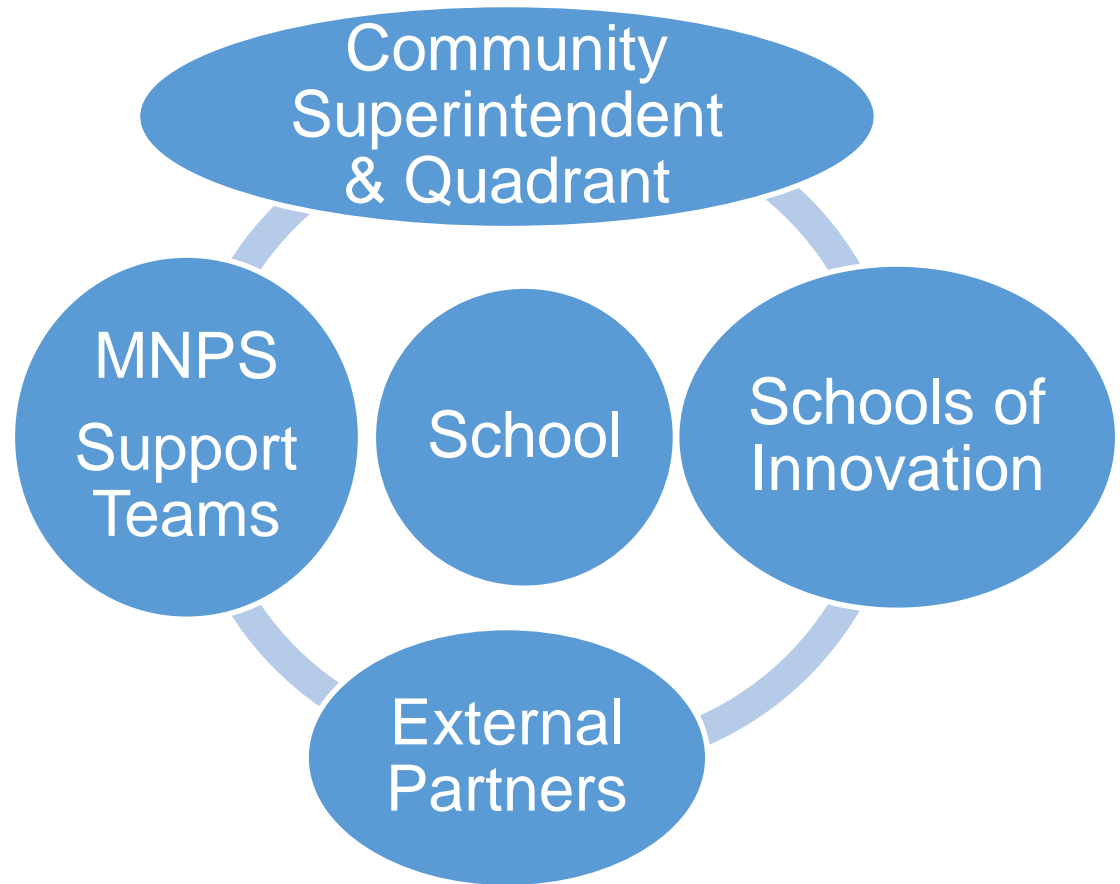
Schools of Innovation Focus: Focus leaders to retaining high quality staff, prioritize talent recruitment with MNPS HR Office, and establish a long-term MNPS teacher pipeline

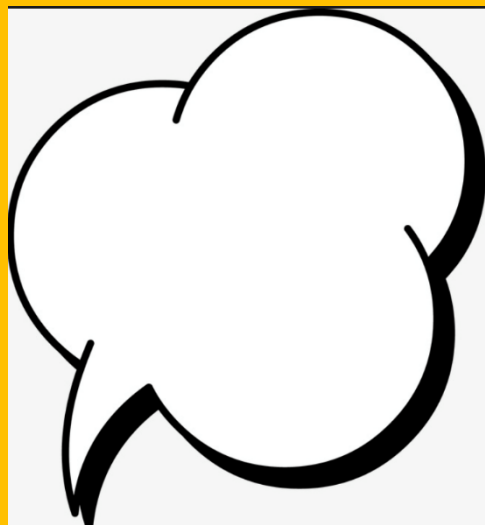
How do we prioritize these levers?





Who is involved?





Questions & Answers

Name	Department/School	Title	Hire Date
LAZENBY, WESTON	MNPS Two Rivers Middle	LIBRARIAN - SECONDARY	9/6/2018
MASON, KIMBERLY L	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/6/2018
STENSTROM, ERICA LEE	MNPS Glengarry Elementary	TEACHER - EX ED	9/7/2018
BOWLING, KRISTI G.	MNPS Isaac Litton Middle	TEACHER - SCIENCE	9/7/2018
JONES, DANESHA S	MNPS Jones Paideia	TEACHER - GRADE 4	9/7/2018
GREENE, LA-TANYA AUCELLE	MNPS West End Middle	TEACHER - GRADE 6	9/7/2018
GRAVES, ELIZABETH HARRIETT	MNPS Stratford STEM Magnet HS	TEACHER - GRADE 8	9/7/2018
ECKER, SAMANTHA E	MNPS McMurray Middle	TEACHER - EX ED LIFE SKILLS	9/7/2018
RAMEY, LISA	MNPS Dupont Tyler Middle	SUPV - CAMPUS	9/7/2018
BROOKS, SHAWNDALE HUNT	MNPS Maxwell Elementary	ASST - FOOD SVC	9/7/2018
DYER, BAYSHANETTE	MNPS Bellshire Elementary	ASST - FOOD SVC	9/7/2018
NORTON, MARY CASSANDRA	MNPS West End Middle	AIDE - INSTRUCTIONAL	9/7/2018
MONTANARI, ANDREW ZACHARY	MNPS John B Whitsitt Elem	PARA-PRO (ED ASST)	9/7/2018
WILLIS, ANDREW ROBERT	MNPS West End Middle	PARA-PRO - EX ED	9/7/2018
PERRY III, NATHANIEL	MNPS Jere Baxter Middle	TEACHER - ART	9/7/2018
AVRIT, MIRIAM KATHERINE	MNPS Glencliff Elementary	ASST - FOOD SVC	9/7/2018
BOYD, VICTORIA BROOKE	MNPS Cumberland Elementary	TEACHER - KINDERGARTEN	9/7/2018
ESPINAL, RUTH MARIA	MNPS LEAD Academy	CASHIER - FOOD SVC	9/7/2018
RICKABAUGH, BRITTANY LOREN	MNPS Glengarry Elementary	TEACHER - GRADE 2	9/7/2018
TAYLOR FLUKER, JOANN	MNPS KIPP Academy	CASHIER - FOOD SVC	9/7/2018
TURNER, TROY	MNPS John B Whitsitt Elem	PARA-PRO - EX ED	9/7/2018
VISWANATHAN, TENKASI MUTHURISHI	MNPS Antioch High	TEACHER - MATH	9/7/2018
SWANN, GENEVA LONDON	MNPS Hull Jackson Elementary	ED ASST - PRE-K	9/7/2018
KNIGHT, NEWANNA	MNPS Hume-Fogg High	SECRETARY-CLERK	9/7/2018
FERGUSON, MARY LEA	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/7/2018
GAMBLE, LUCRETIA ANN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/7/2018
GREEN, ROBYN CASSANDRA	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/7/2018
NORTON, RANDALL KEITH	MNPS Head Middle	TEACHER - EX ED	9/7/2018
GLATT, RODERICK J	MNPS Knowledge Academies HS	CHARTER - CERTIFICATED	9/10/2018
MACIAS, ROSA	MNPS Human Resources & Org Dev	ADMIN - KRONOS I	9/10/2018
SHERIDAN, KATE MALLOW	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/10/2018
BAUCHIERO, LARA	MNPS Nashville Classical	CHARTER - SUPPORT	9/10/2018
HENSON JR, JOHNNY E	MNPS Bus Drivers	DRIVER - BUS TRAINEE	9/10/2018
SHELTON, JAMES W	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/10/2018
BROWN, ROBERT CHARLES	MNPS Hillwood High	TEACHER - RECOVERY A+ LAB	9/11/2018

FITZGERALD, CHAJUAN L	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/11/2018
DORY, NICHOLAS EDWARD	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
MEGETT, LAUREN ALEXIS	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
SMITH, GEORGANNE M	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
MCREYNOLDS, ALLEMICHAEL	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
LAUER, JANE ELIZABETH	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
MATHIS, KRISTI GAY	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
EGAN, AMANDA CHRISTINE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
DIEHR, JAMIE LYNN	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
DIFIORE, RENEE MARIE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
PENTECOST, HAYDEN SCOTT	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
JOSEPH, CAROLYN COURTNEY	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
COOPER, WILLIE T	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
BOOKER, VERRETIKA	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
GUMUCIO, GABRIELLE CAROLINE	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/12/2018
COX, KRYSTAL CHEREE	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/12/2018
COX, JANESE MARSHAE	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/12/2018
KELLEY, JACQUELINE	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/12/2018
HANNA, NOREEN A	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/12/2018
HOLLAND, MICAH J	MNPS Whites Creek High	TEACHER - CTE HEALTH SCIENCES	9/14/2018
DAY, APRIL	MNPS Dupont Tyler Middle	SECRETARY-CLERK	9/14/2018
WILLIAMS, TAMARA LYN	MNPS Cane Ridge High	PARA-PRO - EX ED	9/14/2018
SKOPEK, ALEXA CARA	MNPS School Social Work	SOCIAL WORKER I (LSSW)	9/14/2018
KNJEZEVIC, RADINKA	MNPS Bellevue Middle	ASST - FOOD SVC	9/14/2018
COCKS, SAMANTHA MARIE	MNPS Goodlettsville Middle	TEACHER - MATH	9/14/2018
HABIB, ANGEL HALEEM SADIC	MNPS Cane Ridge Elementary	CASHIER - FOOD SVC	9/14/2018
GLOVER, TALMAGE FRANKLIN	MNPS Gower Elementary	ED ASST - EX ED REGULAR	9/14/2018
MASEEKY, SHWAN	MNPS Granbery Elementary	ASST - SCHOOL GENERAL	9/14/2018
MOCK, CHRISTY LEA	MNPS Mt View Elementary	TEACHER - EX ED	9/14/2018
WHITED, JASON	MNPS The Academy at Opry Mills	TEACHER - LANGUAGE SPANISH	9/14/2018
GROVES, ERICKE DENISE	MNPS Robert E Lillard Elem	ASST - FOOD SVC	9/14/2018
POINTER, KAITLIN ELIZABETH	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/14/2018
DROLSUM, ADEN LEANNA	MNPS John Trotwood Moore MS	PARA-PRO (ED ASST)	9/18/2018
WATKINS, FRANCES R	MNPS Day to Day Sub Area I	SUBSTITUTE - TEACHER (CERT)	9/19/2018
PAYNE III, CECIL ADOLPH	MNPS Sub & Clerical Aides	SUBSTITUTE - ED ASST	9/19/2018
COREY, MARK DAVID	MNPS Information Technology	SPEC - COMP NETWORK SUPPT III	9/21/2018