



**AMENDED AGENDA**

**METROPOLITAN BOARD OF PUBLIC EDUCATION**  
2601 Bransford Avenue, Nashville, TN 37204  
Regular Meeting – January 12, 2016 - 5:00 p.m.  
**Sharon Dixon Gentry, EdD, Chair**

TIME

- 5:00 I. CONVENE and ACTION
  - A. Establish Quorum
  - B. Pledge of Allegiance
  
- 5:05 II. AWARDS AND RECOGNITIONS GP-3
  - A. Pearl-Cohn High School - Varsity Football Team State Runner-up
  - B. West End Middle School - Samsung Solve for Tomorrow Contest
  - C. Hands on Nashville
  
- 5:15 III. AND THE GOOD NEWS IS... GP-3.1
  - A. Isaac Litton Middle Prep Band
  - B. Hillwood High School Art Display
  
- 5:20 IV. PUBLIC PARTICIPATION

*The Board will hear from those persons who have requested to appear at this Board meeting. In the interest of time, speakers are requested to limit remarks to three minutes or less. Comments will be timed.*

  - A. Emily Nourse – Support of MNPS
  - B. Thom Druffel – Hillwood High School Proposal
  - C. Teena Cohen - Hillwood High School and Westmeade Elementary School proposals
  - D. Dave Rosenberg – Hillwood High School
  - E. Bo Mitchell – Hillwood High School
  - F. Erick Huth - Issues Impacting our Teachers
  - G. Thomas Weber - Tusculum Elementary School
  - H. **Michael Hasty - Hillsboro High School and MNPS Capital Budget**
  - I. **Russ Pulley - Hillsboro High School**
  - J. **Seth A Hoffman - Hillsboro High School**
  - K. **Amelia Bryant - Equity in School Discipline**
  - L. **Kathy Bennett - Hillwood High School**
  - M. **Adam Floyd - Hillwood High School**
  - N. **Thomas K. Baker - Hillwood High School**
  - O. **Cathy Brown - Hillwood High School**
  - P. **Jad Duncan - Hillwood High School**
  - Q. **Trish Bolian - Hillwood High School and Hillwood cluster**
  - R. **Chick Westover - MNPS Grading Policies**
  - S. **Emily Evans - Hillwood High School**
  - T. **Kathy Baker - Hillwood High School**
  - U. **Mina Johnson – Hillwood High School**

6:20 V.

GOVERNANCE ISSUES

A. Actions

1. Consent

GP-8.3

- a. Approval of Minutes - 8/25/2015, 9/09/2015, and 9/22/2015 Regular Meetings and **08/18/2015 Special Called Meeting**
- b. Recommended Award of Contract for Architectural Services for Crieve Hall Elementary School Additions - Goodwyn Mills Cawood, Inc.
- c. Recommended Award of Contract for McGavock High School Auditorium (Lighting Upgrade) – Enterprise Electric, LLC
- d. Recommended Approval of Change Order #3 for Smith Springs Elementary School – Bell & Associates Construction, L.P.
- e. Recommended Approval of Change Order #1 for Ruby Major Elementary School Additions – Orion Building Corporation
- f. Recommended Approval of Supplement #1 for New Tusculum Elementary School– Binkley Garcia Architecture
- g. Recommended Approval of Change Order #5 for Stratford STEM Magnet School Renovations – Messer Construction Company
- h. Recommended Approval of Request #4 for District-wide Roof Repairs (The Academy at Old Cockrill) – Collier Roofing Company, Inc.
- i. Recommended Approval of Request #2 for Playground Equipment (Buena Vista Elementary School) – GameTime
- j. Recommended Approval of Request #3 for Playground Equipment (Una Elementary School) – GameTime
- k. Recommended Approval of Request #2 for Purchase and Installation of Stadium Bleachers (Stratford STEM Magnet School) – Dant Clayton Corporation
- l. Awarding of Purchases and Contracts
  - (1) Awardees from MNPS Request for Proposals (RFP) #16-6 Professional Development for Teachers and Staff of English Language Learners
  - (2) Carl Black Chevrolet
  - (3) Cigna Health Life Insurance Company dba Cigna - HealthSpring
  - (4) Claim Technologies, Inc.
  - (5) Conexion Americas
  - (6) Hands on Nashville, Inc.
  - (7) Lazell, Inc. dba Learning A-Z
  - (8) National Center on Time and Learning
  - (9) Neely Coble Company
  - (10) Pavement Restorations, Inc.
  - (11) Raptor Technologies, LLC
  - (12) Roofing Services & Solutions (RSS)
  - (13) Teaching Strategies
  - (14) Trane
  - (15) Utility Equipment Service, Inc.
- m. Legal Settlement Claim C-33428 (\$16,000.00)
- n. Compulsory Attendance Wavier

2. TN Ready Resolution

6:45 VI. REPORTS

- A. Director's Report
  - 1. Pre-K Metrics
  - 2. Student Testing
  
- B. Committee Reports
  - 1. Capital Needs Committee
  
- C. Board Chairman's Report
  - 1. Announcements
  - 2.

7:30 VII. WRITTEN INFORMATION TO THE BOARD (not for discussion)

- A. Sales Tax Collections as of December 20, 2015
- B. Fiscal Year 2015-2016 Operating Budget Financial Report
- C. Transportation Update
- D. Substitute Teachers Update
- E. Upcoming Committee Meetings
  - 1. Teaching and Learning 01/25/16 at 11:30 a.m.

7:30 VII. ADJOURNMENT



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Metropolitan Nashville Public Schools  
Special Called Board of Education  
Minutes  
August 18, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>• Roll Call</li> </ul>	Present: Dr. Jo Ann Brannon Amy Frogge Tyese Hunter Dr. Sharon Gentry, Chair Elissa Kim, Vice-Chair Mary Pierce Will Pinkston Anna Shepherd Jill Speering Chris Henson, Interim Director of Schools  Dr. Gentry called the meeting to order at 4:15 p.m.	
<ul style="list-style-type: none"> <li>• Pledge of Allegiance</li> </ul>	Pledge led by Ms. Lacy, Director of Communications.	
1. Charter Application Resubmissions <ul style="list-style-type: none"> <li>a. KIPP Nashville Primary</li> <li>b. KIPP Nashville Middle</li> </ul>	Dr. Coverstone gave a brief review of the Charter Application Resubmission for KIPP Nashville Primary.  Dr. Brannon read the following statement: As we know, growth of charters has been controversial and the source of heated debate on our Board for some time. Nothing about this issue is simple, but in spite of this influx of charters, they have been managed well by MNPS, making sure that charters are: 1. screened, 2. held accountable, 3. closed when they perform poorly. At the same time, MNPS has continued to ensure that families and students have many exciting options to choose from. More than likely, we will continue to receive sound applications from proven charters that our review teams will recommend for approval. I continue to trust the review process. In fact, I have served in this capacity with many of the members of the review team that were recently criticized heavily last week. I have no doubt of the integrity of their recommendations, and also respect the work of Dr. Coverstone and Ms. Swann. So my concerns are not about the merit of the charters, but rather whether or not it benefits our district to continue adding more at such a rapid rate. My history with charters began around 2008 when, as a Board, we traveled to Denver, CO, then came back and signed a compact to allow a maximum of 20 charters to operate in MNPS. Major issues began to develop when that cap was lifted. In addition, my record will show that I have since supported effective charters. Having served as an educator for many years in MNPS, I am aware that there is an urgency to address the needs of struggling students, and it is critical that we have a clear agreed-upon vision for the	

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>future. But I would like to embrace all of our current schools, including those in the pipeline, and pause approval of new charters until we have solutions for many of the ways that charters impact our system. This week, I received an unprecedented amount of feedback from District 2 families who also asked the same questions that resonated at last week’s Board meeting, “When is enough – enough?” (referring to charters). How will that answer come as long as we continue to grant approvals?</p> <p>Ms. Shepherd stated, I have the upmost respect for Randy Dowell and his KIPP team. They have reached some levels of success that have eluded us and the district, and I have no opposition to the success that KIPP has achieved. At the beginning of July, I came to this very table and asked my colleagues that we pump the brakes, take a cleansing breath, and press the pause button around a different activity, the Director of Schools search. Today, I’m asking my colleagues to consider doing the same thing around the approval of these two charter schools. It’s not that I don’t think KIPP is a quality organization, but MNPS is at a crossroads regarding the number of charter school seats. We are not talking about approving two schools that will open next year or the next, but several years down the road. We need to regroup around this process (charter), and figure out what the big picture looks like. I doubt seriously that any of us (the Board) are opposed to any child in MNPS having a successful educational experience. We need to make sure we don’t just provide that quality experience to some children at the expense of others. The last thing that we need to do is revert back to the Caste system that was once MNPS. We have come too far, celebrated our diversity, and overridden too many challenges around economically disadvantaged students to forget that we once had two different school systems in Metro. So I ask that we take a deep dive into the process, and our budget, to ensure that we can provide a quality education system for each and every student in MNPS.</p> <p>Mr. Pinkston corrected the following statement that he made at another meeting, “The charter pipeline has 6,500 seats that have yet to be brought online.” It is actually 6,500 seats through the 2019 -2020 school year. If you look at that number through 2023, the actual number of seats in the charter pipeline is around 8,157 seats. Ms. Pierce stated that she would like to have more information on the fiscal impact of charters. At the last Budget Committee meeting on August 3<sup>rd</sup>, the Committee was provided with numbers for the first time that really broke down the actual impact of the surrounding</p>	

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>validate here for two reasons: (1) The MNPS administration cannot verify numbers reported by charter schools that do not participate in our lottery process, and we do not know how those numbers are calculated. In fact, some charter schools in Nashville have been caught in signing up a child that simply visits the school. (2) Students are reported multiple times on these wait lists. A child applying to four different schools will show up on four different wait lists, but that child ultimately will fill only one seat. However, it is safe to say that charter school wait lists come nowhere near the number of charter seats we have coming open in the district. KIPP, specifically, does not participate in our lottery, so it's difficult to validate KIPP's reported wait lists. But by its own report, KIPP has only 42 students at the very most on wait lists for its currently approved four schools. With hundreds of new KIPP seats in the pipeline, I see no need for additional seats. But this is not really about actual demand or need. Here's the playbook for the charter movement nationwide: If a city opens more charter schools than needed, those schools drain funds from traditional schools. The already struggling traditional schools are then crippled by the lack of funding and the movement of less costly and challenging-to-educate students to charters. As traditional schools flounder, districts open up more charter schools, and it all becomes a vicious cycle. Eventually, if all goes as planned, we become New Orleans, and that's where the miracles stop because in New Orleans, charter schools have lost their selectivity advantages and must compete against each other. When charters are forced to compete against one another, the majority of schools perform badly; but worse, the side effects of privatizing schools are devastating. Here's what I learned at the New Orleans conference: In Philadelphia, 24 schools were closed to make way for charter schools, which ultimately helped bankrupt the school district. Detroit, which lost its publicly elected school board, has closed 200 of 300 schools in the last 15 years, and the remaining schools are under state-appointed "emergency management." The last I checked, Memphis was nearly \$200 million in debt, in large part due to charter growth. Little Rock, Arkansas is now on its way down this path. This year, the state of Arkansas got rid of Little Rock's elected school board and took over their school district. The same funders, players and playbook are at work here in Tennessee and in urban areas everywhere. We here in Nashville would be smart to take heed of these lessons from around the country. So here's my question tonight: When does it stop? How much is enough? When do we stop fixating on charter schools, and start caring about the 90 percent of students in our traditional</p>	

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>will save for a Budget Committee meeting. But, for example, in the school year 2022-2023, are we certain the district will have \$14 million in new revenue? The answer is no. If inflation increases \$6.6 million in the upcoming fiscal year, then 6 years forward the number would look more like \$7.7 million. I understand that there are many variables but let's say the number is accurate, it's a good projection. Then let's consider the net maturity of the KIPP school is a little over \$3 million. Basically, the way to read that is the Board is being asked tonight to make a decision on more than 20 percent of available new revenue in the 2020 school year. Charters currently have 13 percent of the pipeline, and what KIPP is requesting now would take the charter pipeline over 9,000 seats, which would give them 21 percent of the pipeline. I've voted for KIPP schools in the past, and I may vote for one in the future, but this isn't even fair. We are binding future Boards, mayors and councils. I'm glad that parents are having a good experience in these schools, but there are just a few dozen (40) students on the wait list at KIPP, and at Una Elementary, in my district, the wait list is 127 families on the Pre-K waiting list just to name a few. If we are really going to address demand, it should be done in an even way and not just push one dollar at a small part of the system at the expense of other schools. It's not fair to say you will get yours, but you have to wait until KIPP gets all theirs.</p> <p>Ms. Frogge said her comments about the charter movement are not about teachers, parents or charter school leaders, but about practices that are pervasive within a charter chain that I believe to be problematic. There is no denying that charters are corporate chains that have rules that are expected to be followed. I do believe that all teachers, in all schools, are working hard and that parents are making the best decisions possible for their students. Here is the 9-day count for KIPP. KIPP Academy projected 370 students, and 370 showed up the first day. KIPP High School projected 200 students, only 180 showed up the first day. KIPP Nashville Collegiate Prep projected 270 students, and 240 showed up. But at Kirkpatrick, which is a zoned school, it is a little different because it is a zoned conversion school, so it's hard to say why enrollment increased. Kirkpatrick projected 349 seats, and 396 showed up.</p> <p>Ms. Speering made the following comments: I came across the KIPP handbook and, according to their handbook, Nashville parents are asked to sign a document called the Parent Commitment to College Completion. Included in this form is a commitment to devote 6 hours a year to volunteer work through the Parent Involvement Committee. Failure to adhere to this</p>	

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>commitment could result in loss of KIPP privileges, disciplinary consequences and/or dismissal from KIPP Academy. If a child misses 10 consecutive days of school at KIPP, they will be dropped from the KIPP roll, and are required to enter their district zoned school. Paycheck deductions are given for students arriving late at school, parents failing to sign their student’s agenda nightly, and for a myriad of other reasons. The Bathroom policy bothers me the most. Students may use the bathroom during four designated times during the day. The designated time for bathroom breaks are: Morning break, Lunch, Achieve 3000, and Afternoon break. Students may request to use the bathroom during the independent practice portion of class only once a day. When a child desires to go to the bathroom, they must indicate it by opening their Agendas to the appropriate day and have their teacher initial the "notes" section of that day. Ms. Pierce apologized to Randy Dowell, who was in the audience, for the comments made tonight and thanked him for his work. In the spirit of the Annenberg Standards that were passed, the first policy says District schools and Charter schools should collaborate and work together. Some of the comments and discussion held around this table are certainly not in that spirit. To put the shoe on the other foot, consider if the 1,000 parents who have chosen to select KIPP told all of their bad experiences and different Board members decided to share those stories publicly. I would love to see the Board move in a different direction. Regardless of your vote tonight, I appreciate the positive comments that were made to acknowledge the good work of KIPP. Ms. Kim asked for clarification of the savings number on the budget handout. Mr. Henson gave an explanation. Ms. Kim said, it is fascinating that in context of the conversation, we could be talking about a savings at all. Mr. Pinkston stated he did not believe that KIPP had been a good partner with MNPS. KIPP has applied to go to the Achievement School District to take a school from us in a hostile takeover. After last week’s discussion, someone in East Nashville reached out to me to show me an email that was sent last Spring by KIPP Academy Executive Director, Randy Dowell, who was at that time trying to raise community support for the hostile takeover application with the ASD. In describing why he wanted to join the ASD, he said that, “Approval would give me some leverage with Jesse”. So we are talking about hostile takeovers and now leverage. To me, that pretty much sums it up. This isn’t about partnership anymore. This is about advancing a business model, and I don’t agree with some of the things that have been said around the table. But I</p>	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>• Charter Application Resubmissions - continue</li> </ul>	<p>am not going to question people’s intentions. I think we need to understand that their partnership looks a certain way.</p> <p>Dr. Gentry asked if Board members had any final comments before the vote on the motion? Ms. Hunter said, it is important that the Board figure out the financial impact of charters on the system. I think what stands out is that parents are making a choice, and I don’t want to take that choice away from parents. I would prefer that we provide those choices, and figure how to do so in a fiscally responsible way. I do believe the Board has the capacity to do that and provide parents with choice. I also believe that MNPS traditional and charter schools are all doing a fantastic job. I do know that there are kids who don’t have the ability, availability, or their parents don’t have the flexibility to make different choices for their children. So we do need to make sure that those children are provided the resources so they can have a quality education. I believe that choice is important, and we see that choice is important to our parents because they are making those choices. We as a Board need to take the responsibility to ensure we make choices that ensure a quality education is available for all students.</p> <p>Dr. Gentry said in light of the discussion that has just been had, the Board will consider the motion.</p> <p><b>Ms. Kim made a motion to approve the KIPP Nashville Primary Charter Resubmission based on the recommendations of the committee. Ms. Pierce seconded.</b></p> <p><b>Ms. Shepherd made a motion to deny the KIPP Nashville Primary Charter Resubmission based upon the Board’s discussion on the Board floor. Dr. Brannon seconded.</b></p> <p>Dr. Coverstone gave a brief review of the Charter Application Resubmission for KIPP Nashville Middle. Dr. Coverstone stated that KIPP had a strong commitment to serving Nashville students and partnering with MNPS, while keeping their commitment to serve in a high-need community with a rapidly</p>	<p><b>VOTE: 4-5 -(Yes) Hunter, Pierce, Kim, Gentry (No) Brannon, Shepherd, Frogge, Speering, Pinkston</b></p> <p><b>VOTE: 5-4 - (Yes) Brannon, Shepherd, Frogge, Speering, Pinkston, (No) Hunter, Pierce, Kim, Gentry</b></p>

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>growing student population. KIPP has a strong track record of serving Nashville students and a commitment to partnering with MNPS to advance in the best interest of the district and communities. For these reasons, as well as the inclusion of the Board discussion held on the Board floor in the prior discussion, we recommend that you vote to approve this application.</p> <p><b>Ms. Shepherd made a motion to deny the KIPP Nashville Middle Charter Application Resubmission based upon the prior discussion around the previous application, plus the conversation on the current application. Ms. Speering seconded.</b></p> <p>Ms. Speering made the following comments: I would like to share a research study that was conducted on KIPP schools by Mathematica Policy Research, completed in cooperation with KIPP schools. The title is KIPP Middle Schools: Impact on Achievement and other Outcomes: Final report - Dated Feb. 27, 2013. This is the second report Mathematica has done in relationship to KIPP. At the time of the report, there were 125 KIPP schools in 20 different states. This study included 43 KIPP Middle Schools, including a KIPP location in TN, and the study began in 2010. The average KIPP school day is nine hours and the average school year is 192 days, as compared to 6.5 hour days for district schools, and 180 days a year. Students at KIPP schools complete more than 2 hours of homework at night. Findings indicated no statistically significant impacts on other measures such as student engagement, including student reported extra-curricular activities, self-control, student effort, academic self-concept, and students' educational aspirations. The study found that students at KIPP Academy schools in the 5th and 6th grades are more likely to repeat a grade than at local district schools. In contrast to their feeder schools, KIPP has 10% limited English proficient students as compared to the 15% of feeder schools. KIPP has 9% Special Ed as compared to the 13% in their feeder schools. Although KIPP schools backfilled in grade 6, they admit fewer new students in grades 7 and 8 than did nearby district schools. It's in 7<sup>th</sup> and 8<sup>th</sup> grades where the study found evidence of student selectivity. Newly admitted 7 &amp; 8th graders tend to have higher baseline achievement, were more likely to be female, and less likely to receive Special Education services than the rest of the student body. Retention numbers at district schools were 2 percent annually, but at KIPP schools about 9 percent</p>	<p><b>VOTE: 5-4 - (Yes) Brannon, Shepherd, Frogge, Speering, Pinkston, (No) Hunter, Pierce, Kim, Gentry</b></p>

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>were retained in the 5<sup>th</sup> grade. At grade 6, 4 percent were retained at grade level, in 7<sup>th</sup> grade 3 percent, and 8<sup>th</sup> grade 1 percent. At the average KIPP school, 8 percent of students withdraw mid-year. In terms of experience, principals have an average of 2.5 years of experience as principals. Roughly half of the teachers have 4 or more years of teaching experience. On average, KIPP schools lost about 21 percent of their teachers during the 2010-2011 school year, and a large majority of principals reported difficulty filling vacancies at their schools. The researchers found potentially negative impacts of KIPP schools on student behavior and attitudes. (Students were more likely to engage in undesirable behavior and less likely to report or own up to negative behaviors.) Challenges include recruiting enough qualified and effective teachers and principals. KIPP is a corporation, and corporations do what businesses do: cut costs, hire inexperienced teachers to save money, advertise on big bucks billboards. When I visited KIPP, there was a big chart on the wall that compared KIPP vs. MNPS that read, “This is our progress. And this is Metro Schools’ progress”. Charter schools are different from district schools that serve neighborhoods. You really can't compare charter schools to neighborhood schools because the research is clear that kids who have parental involvement have an advantage over those whose parents are less involved. If charter schools continue to draw off those students with active, involved parental participation, which tend to be our high-performing and above-average students, those left behind will be the most challenging to teach and most costly to educate, and we will have the least resources available to educate them. The charter proponents on this Board have said that they want good schools, you really don't care the type of school; and I appreciate that. MNPS showed gains in achievement in 9/10 tested subjects. In 7 of those subjects, gains surpassed state averages. The district scored a 5 on TVAAS. The district met 10/11 of their academic targets set by the state accountability system. In grades 3-8, five-year gains showed growth in every subject area, including significant growth in math and science. EOC exams at grades 9-12 revealed single-year gains in the number of students scoring proficient or advanced in every subject, and five-year gains reached double digits in most subjects. Our high school data is phenomenal. Achievement is up in every category. More students than ever are taking IB, Cambridge, AP and dual enrollment combined. Jere Baxter is a school in my district that has been on the priority list for a few years. The ASD would not even consider taking the school because it didn't fit their business model. Maybe their scores were too</p>	

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<ul style="list-style-type: none"> <li>Charter Application Resubmissions - continued</li> </ul>	<p>low. Mariam Harrington is new to Jere Baxter. When she was hired to be the turnaround principal, she didn't take 100 kids at a time or one grade at a time. She took the entire school. And this year, they have a 5 on TVAAS. That is the kind of progress that we need. Metro schools are on the right path. I wish we could focus our attention on hiring our next director instead of continuing this very unfulfilling conversation about charter schools. I appreciate that we have paused the button on the first application, and I ask you to please push the pause button on approval on the second application.</p> <p>Ms. Frogge said, if it is true that KIPP is requiring volunteer hours from parents, that is problematic. I am not sure if that practice is illegal in Tennessee, but it is illegal in other areas, and I know that a school in Chattanooga was censured for using that practice. That is a way to select students. There are lots of indirect ways to control populations in charters. And by requiring volunteer hours, charters are more likely to get more involved parents, which helps to move test scores. I would really like the district to research that concern because we do not want charter schools to use illegal practices.</p> <p>Dr. Gentry stated that the Board needed to change. The district vs. charter discussion must change. There is still a possibility that KIPP Nashville Primary and KIPP Nashville Middle may be approved by appeal. The Board must begin to discuss the business portion of educating our students. The Board has to commit to developing a plan to figure out how to address the fiscal impact of new charters on the district.</p>	
	<b>REPORTS</b>	
<ul style="list-style-type: none"> <li>Adjournment</li> </ul>	Ms. Frogge adjourned the meeting at 5:12 p.m.	
Signatures	<div style="text-align: center;">  </div> <hr style="width: 100%;"/> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Chris M. Henson Board Secretary</p> </div> <div style="width: 45%;"> <p>Sharon Dixon Gentry      Date Board Chair</p> </div> </div>	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Roll Call</li> </ul>	<p>Present: Dr. Jo Ann Brannon Amy Frogge Tyese Hunter Dr. Sharon Gentry, Chair Elissa Kim, Vice-Chair Mary Pierce Will Pinkston Anna Shepherd Jill Speering Chris Henson, Interim Director of Schools</p> <p>Dr. Gentry called the meeting to order at 5:04 p.m.</p>	
<ul style="list-style-type: none"> <li>Pledge of Allegiance</li> </ul>	Led by Dr. Steve Chauncy, Hillwood High School Principal.	
<b>AWARDS AND RECOGNITIONS</b>		
<ul style="list-style-type: none"> <li>The HCA Foundation</li> </ul>	Dr. Mosely recognized the partnership between Hillwood High School and the HCA Foundation.	
<b>GOVERNANCE ISSUES</b>		
<ul style="list-style-type: none"> <li>Consent Agenda</li> </ul>	<p><b>Ms. Kim read the following consent agenda: IV-A-1-a- Recommended Approval of Change Order #3 for Stratford STEM High School Renovations – Messer Construction Company; IV-A-1- b -Recommended Approval of Change Order #1 for Glencliff Elementary School Additions – R.G. Anderson Company, Inc.; IV-A-1-c - Awarding of Purchases and Contracts (1) Awardees from ITB #B15-34 (15 contracts) for HVAC, Electrical, Plumbing, and Carpentry Services, (2) Awardees from RFP #16-1 (2 contracts) for Music Education Consultant Services, (3) Dell Marketing LP, (4) Imagine Learning, (5) Matthew James Pepper, (6) Mid-Continent Research for Education and Learning (McREL), (7) Nancy Hepler, (8) NCS Pearson, Inc., (9) The HCA Foundation.</b></p> <p><b>Ms. Shepherd made a motion to approve the consent agenda as read. Mr. Pinkston seconded.</b></p>	<b>VOTE: 9-0 – Unanimous</b>

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>• Paragon Mills/Glencliff Rezoning</li> </ul>	<p>Mr. Carr gave the Board a brief summary of the Paragon Mills/Glencliff Rezoning.</p> <p><b>Mr. Pinkston made a motion to approve the Paragon Mills/Glencliff Rezoning plan as presented. Ms. Hunter seconded.</b></p> <p>Mr. Pinkston and Ms. Shepherd congratulated Mr. Weber and Mr. Latimer for executing great community engagement in the Paragon Mills/Glencliff Rezoning plan. Ms. Hunter also thanked district staff for their hard work and stated that she was in full support of the plan.</p>	<p><b>VOTE: 9-0 – Unanimous</b></p>
<b>REPORTS</b>		
<p>A. Director Reports</p> <p>1. Student Achievement Results</p>	<p>Dr. Changas presented the Student Achievement Results to the Board.</p>	
<p>B. Committee Reports</p> <p>1. Naming of Schools</p>	<p>Dr. Brannon announced that the Naming of Schools Committee met on August 25<sup>th</sup> and approved the name change for Stratford High School to Stratford STEM Magnet due to the future addition of Bailey Middle Prep School. The proposed name change will be on the next Board agenda. She also announced that the following Parts of School Buildings had been recently approved by Mr. Joe Edgens: Gymnasium at Apollo Middle named after Willie J. Scruggs, Library at Old Center Elementary named after Dr. Betsy Potts, Auditorium at McGavock High named after Kent Cathcart, and Gymnasium Floor at MLK named after James “Doc” Shelton.</p>	
<p>2. CLASS</p>	<p>Ms. Shepherd gave a brief CLASS report on a recent CLASS conference call.</p>	
<p>C. Board Chairman’s Report</p> <p>1. Announcements</p> <ul style="list-style-type: none"> <li>• Waverly Belmont Elementary School Dedication</li> </ul>	<p>Ms. Pierce announced the Waverly Belmont Elementary School Dedication would be held on August 26<sup>th</sup> at 10:30 a.m.</p>	
<ul style="list-style-type: none"> <li>• Hillsboro High School</li> </ul>	<p>Ms. Pierce announced that there would be a meeting held on August 27<sup>th</sup> at Hillsboro High School to discuss the proposed renovation or rebuild of Hillsboro High School.</p>	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Roseanne Hayes – Metro Council Administrative Assistant Condolences</li> </ul>	Ms. Shepherd offered condolences to Roseanne Hayes, Metro Council Administrative Assistant, in the loss of her husband.	
<ul style="list-style-type: none"> <li>Delaware North Companies Donation</li> </ul>	Ms. Shepherd thanked Delaware North Companies for their donation of \$2,500 to the McGavock High School beautification project.	
<ul style="list-style-type: none"> <li>Councilmen Elections</li> </ul>	Ms. Shepherd congratulated Councilmembers-Elect Jeff Syracuse and Kevin Rodan. She also congratulated Councilmen Larry Hager and Steve Glover for their re-elections.	
<ul style="list-style-type: none"> <li>Maplewood High School Auto Center</li> </ul>	Ms. Speering thanked fellow Board members for attending the Grand Opening Celebration of the Maplewood Auto Center sponsored by Firestone Automotive at Maplewood High School.	
<ul style="list-style-type: none"> <li>Commissioner Candice McQueen Condolences</li> </ul>	Ms. Speering offered her condolences to Commissioner Candice McQueen in the loss of her mother.	
<ul style="list-style-type: none"> <li>Teaching and Learning Committee</li> </ul>	Ms. Speering announced that a Teaching and Learning Committee meeting would be held on August 26 <sup>th</sup> and September 23 <sup>rd</sup> at 11:30 a.m.	
<ul style="list-style-type: none"> <li>Board Meeting Change</li> </ul>	Dr. Gentry announced that the next Board meeting would be held on September 9 <sup>th</sup> at 5:00 p.m.	
<b>WRITTEN INFORMATION TO THE BOARD</b>		
<ul style="list-style-type: none"> <li>Sales Tax Collections as of August 20, 2015</li> </ul>		
<ul style="list-style-type: none"> <li>Upcoming Committee Meetings</li> </ul>		
<ul style="list-style-type: none"> <li>Adjournment</li> </ul>	Ms. Frogge adjourned the meeting at 6:07 p.m.	
<ul style="list-style-type: none"> <li>Signatures</li> </ul>	 <hr/> Chris M. Henson Board Secretary	<hr/> Sharon Dixon Gentry Board Chair
		Date

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Roll Call</li> </ul>	<p>Present: Dr. Jo Ann Brannon Amy Frogge Tyese Hunter Dr. Sharon Gentry, Chair Elissa Kim, Vice-Chair Mary Pierce Will Pinkston Anna Shepherd Jill Speering Chris Henson, Interim Director of Schools</p> <p>Dr. Gentry called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> <li>Pledge of Allegiance</li> </ul>	Led by Dr. Erik Huth, MNEA	
<ul style="list-style-type: none"> <li>Election of Chair and Vice-Chair</li> </ul>	<p>Dr. Brannon nominated Dr. Gentry as Board Chair.</p> <p>Ms. Kim nominated Ms. Shepherd as Board Vice-Chair. Dr. Brannon seconded.</p>	<p><b>VOTE: (5-1-3) Yes – Hunter, Brannon, Gentry, Kim, Pierce</b> <b>No - Shepherd</b> <b>Abstentions – Frogge, Pinkston, Speering</b></p> <p><b>VOTE: 9-0 – Unanimous</b></p>
<b>AWARDS AND RECOGNITIONS</b>		
<ul style="list-style-type: none"> <li>Music Makes Us – Big Machine Label Group Donation</li> </ul>	Ms. Schell announced a \$100,000 donation from Big Machine Label Group to MNPS music programs.	
<b>PUBLIC PARTICIPATION</b>		
<ul style="list-style-type: none"> <li>Dr. Judy Cummings – Director of Schools Search</li> </ul>	Dr. Cummings read a letter to the Board concerning community participation in the Director Search process. She asked that the Board continue to improve the community engagement aspect of the next phase of the Director Search process.	
<ul style="list-style-type: none"> <li>Amanda Kail – MNPS Testing Calendar</li> </ul>	Ms. Kail addressed the Board concerning the MNPS testing calendar. She asked the Board to consider the amount of district benchmarks and tests the district conducts.	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Robert Sawyers –Bullying and Special Needs Students</li> </ul>	Mr. Sawyers addressed the Board concerning bullying and special needs students. He asked the Board to address bullying and the needs of special needs students in the district.	
<ul style="list-style-type: none"> <li>Lisa A. Spells – Cremona Strings Ensemble Too and Development Group, Inc.</li> </ul>	Ms. Spells addressed the Board concerning the Cremona Strings Ensemble Too and Development Group, Inc.	
<b>GOVERNANCE ISSUES</b>		
<ul style="list-style-type: none"> <li>Consent Agenda</li> </ul>	<p><b>Ms. Shepherd read the following consent agenda: V-A-1-a- Approval of Minutes – 5/12/2015 and 05/26/2015 Regular Meetings; V-A-1- b - Recommended Approval of Request #31 for District-wide Maintenance, Repairs, and General Construction (Julia Green Site Improvements) – Southland Constructors, LLC; V-A-1-c - Recommended Approval of Request #2 for Site Improvements at Smith Springs Elementary School – Roy T. Goodwin Contractors, Inc.; V-A-1- d - Awarding of Purchases and Contracts (1) Awardees from RFP #15-14 for Leadership Development, (2) Dell Marketing LP, (3) Imagine Learning, Inc., (4) NCS Pearson, (5) SSDC Services Corporation, (6) Teaching Strategies, (7) TT Nissan Cool Springs.</b></p> <p><b>Ms. Shepherd made a motion to approve the consent agenda as read. Dr. Brannon seconded.</b></p>	<b>VOTE: 9-0 – Unanimous</b>
<ul style="list-style-type: none"> <li>Hazard, Young, Attea and Associates (HYA) Contract</li> </ul>	<p>Mr. Pinkston stated that due to the issues that occurred during the Director Search process conducted by HYA, he would like the Board to consider negotiating lower payment terms with HYA than the original contract amount.</p> <p><b>Mr. Pinkston made a motion that the Board direct the Purchasing Department and Metro Legal to approach HYA concerning negotiating a lesser contract amount, based upon problems with the search, and the district will immediately pay all outstanding expenses (travel). Ms. Shepherd seconded.</b></p> <p>Ms. Hunter stated that it appeared the majority of the Board was pleased with the results of the search process. What are the concerns? Mr. Pinkston said, HYA had problems with the reference checks of candidates. Dr. Brannon asked if the district was bound legally to the contract with HYA. Mr. Pinkston said, Metro Legal says that the district may be bound to the contract. But this</p>	<b>VOTE: (4-5) Yes- Pinkston, Frogge, Speering, Shepherd No – Gentry, Brannon, Hunter, Kim, Pierce</b>

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Hazard, Young, Attea and Associates (HYA) Contract - continued</li> </ul>	<p>motion is requesting that a negotiated settlement be considered. Dr. Brannon said, the Board agreed to the contract at the start of the Director Search process. Also, HYA was not responsible for Dr. Looney declining the Director of Schools position offer. Ms. Harkey said, the Board may be bound to the contract, but that does not hinder the Board from attempting to negotiate the contracted amount. Ms. Speering stated that she did not believe HYA presented candidates that fit the Board's is "Desired Characteristics" of a potential Director list. She stated that she supported the motion. Dr. Gentry said the Board must ensure there are substantial grounds for negotiating a lower contract amount. Ms. Pierce said, she does not think there is an issue for conducting a negotiation conversation with HYA. Ms. Hunter said, she is concerned about the "message" it may send in the future. Ms. Shepherd said, she does not see any issues with having a negotiation conversation, and it will send a positive message to future search firms that the Board is serious on their requests. Ms. Kim said, she is concerned about the Board sending a negative message to other search firms if negotiations are conducted with HYA to lower the contract. Ms. Frogge said, she is concerned that HYA did not conduct due diligence within the search, and does not see issues with negotiating a lower contract amount.</p>	
<ul style="list-style-type: none"> <li>Renaming of Stratford High School – <i>Naming of Schools Committee</i></li> </ul>	<p>Dr. Brannon stated that the Naming of Schools Committee met and approved the renaming of Stratford High School to Stratford STEM Magnet School.</p> <p>Dr. Brannon made a motion to approve the Naming of Schools Committee recommendation to rename Stratford High School to Stratford STEM Magnet School</p>	<b>VOTE: 9-0 – Unanimous</b>
<b>REPORTS</b>		
<p>A. Director Reports</p> <p>1. Priority Schools Overview</p>	<p>Dr. McGruder and staff presented the Priority Schools Overview to the Board.</p> <p>Mr. Pinkston asked if ongoing reports and updates concerning Priority Schools could be provided to the Board? Dr. McGruder said, yes. Mr. Pinkston said, he would like the district to consider an ongoing partnership she with Mass Insight for priority schools. He also stated that he would like to have a conversation around implementing the English Language initiatives into the district budget. Dr. Gentry said, that topic could be discussed at a future Work Session. Dr. Gentry said, it is important that the new priority schools'</p>	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
A. Director Reports 1. Priority Schools Overview - continued	implementations are measured on their effectiveness and added to the dashboard. Ms. Hunter asked Dr. McGruder if she felt an ongoing partnership with Mass Insight would be helpful? Dr. McGruder said, she would be able to answer that question after the initial review process, but is confident in the current monitoring schedule. Ms. Pierce said, she would like information on the per pupil cost of educating students at each school. Would that be included in the Budget Book? Mr. Henson said, yes.	
B. Committee Reports 1. CLASS	Ms. Shepherd announced that Shelby County Schools decided to file its own litigation against the State of Tennessee concerning BEP funding, and the decision on the request to have a Class Action BEP funding lawsuit has been delayed.	
2. Teaching and Learning	Ms. Speering announced that the Teaching and Learning Committee met on August 26 <sup>th</sup> to discuss the district's Comprehensive Literacy Initiative. The next meeting will be held September 28 <sup>th</sup> , in the Board Conference Room at 11:30 a.m. The topic will be Teacher Recruitment and Retention.	
C. Board Chairman's Report 1. Announcements	Ms. Pierce announced that on September 14 <sup>th</sup> , at 1:00 p.m., J.T. Moore Middle Prep would be hosting their Annual Carnival.	
• J.T. Moore Middle Prep		
• Calendar Committee	Ms. Shepherd requested that the Calendar Committee address the reasoning behind students attending school on election days, due to school safety etc.	
• Deloitte and Touche LLC	Ms. Shepherd announced that she spoke at the Deloitte and Touche Event, and thanked the company for their continued support of MNPS.	
• McGavock High School	Ms. Shepherd announced that the renovated Library had been unveiled at McGavock High School on September 3rd. She thanked the Mayor's Office and Nashville Public Library for their vision and support of MNPS.	
• Election Day	Ms. Shepherd encouraged the public to vote on September 10 <sup>th</sup> .	
• The "Wall Bowl"	Ms. Shepherd announced that the "Wall Bowl" would be held at McGavock High School on September 11 <sup>th</sup> .	
• First Choice Festival	Ms. Shepherd announced that the First Choice Festival would be held September 13 <sup>th</sup> at the Music City Center.	
• Gra-Mar Middle Prep	Ms. Speering announced that she attended the Gra-Mar Middle Prep Open House.	
• International Literacy Association	Ms. Speering announced that Amanda Nelms, a MNPS employee, had been recognized as one of 30 global leaders working to increase literacy according to a list published by the International Literacy Association. Ms. Nelms is an	

Metropolitan Nashville Public Schools  
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September 9, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
	English Language Development Specialist.	
<ul style="list-style-type: none"> <li>• Librarian of the Year</li> </ul>	Ms. Speering announced that Lakisha Brinson was recently nominated as a finalist for Librarian of the Year by the Limitless Library.	
<ul style="list-style-type: none"> <li>• Maplewood Monday</li> </ul>	Ms. Speering announced that Maplewood Monday would be held September 28 <sup>th</sup> at Maplewood High School.	
<ul style="list-style-type: none"> <li>• Bullying</li> </ul>	Ms. Hunter said she would like the Board to adopt a district-wide campaign to help with bullying in the district.	
<b>WRITTEN INFORMATION TO THE BOARD</b>		
<ul style="list-style-type: none"> <li>• Upcoming Committee Meetings</li> </ul>		
<ul style="list-style-type: none"> <li>• Adjournment</li> </ul>	Ms. Frogge adjourned the meeting at 6:23 p.m.	
<ul style="list-style-type: none"> <li>• Signatures</li> </ul>	<div style="border: 1px solid black; width: 150px; height: 40px; margin-bottom: 5px;"></div> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> Chris M. Henson  Board Secretary </div> <div style="width: 30%;"> Sharon Dixon Gentry  Board Chair </div> <div style="width: 30%;"> Date </div> </div>	

Metropolitan Nashville Public Schools  
Board of Education  
Regular Meeting  
Minutes  
September 22, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Roll Call</li> </ul>	<p>Present: Dr. Jo Ann Brannon Amy Frogge Tyese Hunter Dr. Sharon Gentry, Chair Elissa Kim, Vice-Chair Mary Pierce Will Pinkston Anna Shepherd Jill Speering Chris Henson, Interim Director of Schools</p> <p>Ms. Shepherd called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> <li>Pledge of Allegiance</li> </ul>	Led by Jimmy Wheeler, Executive Director of School Security.	
<b>AWARDS AND RECOGNITIONS</b>		
<ul style="list-style-type: none"> <li>“Librarian of the Year” Nominee – Lakisha Brinson, Amqui Elementary School</li> </ul>	Ms. Ham presented a recognition to Ms. Brinson for her Librarian of the Year Nomination.	
<ul style="list-style-type: none"> <li>Southern Criminal Justice Association’s “Outstanding Professional Award”</li> </ul>	Dr. Majors presented a recognition to Mr. Wheeler for receiving the Southern Criminal Justice Association’s “Outstanding Professional Award”.	
<b>GOVERNANCE ISSUES</b>		
<ul style="list-style-type: none"> <li>Consent Agenda</li> </ul>	<p><b>Ms. Shepherd read the following consent agenda: IV-A-1-a - Recommended Approval of Supplement #1 for Overton Cluster Elementary School – Johnson Johnson Crabtree Architects P.C.; IV-A-1-b - Recommended Approval of Change Order #9 for Hume-Fogg Magnet High School Gymnasium Addition – D.F. Chase, Inc.; IV-A-1-c - Awarding of Purchases and Contracts (1) Awardees from ITB #B16-7 for Musical Instruments, (2) Apple, Inc., (3) Ferguson Enterprises, Inc., (4) Filemaker, Inc., (5) National Center on Time and Learning, (6) School Bus Consultants LLC, (7) Southern Word, Inc.</b></p> <p><b>Dr. Brannon made a motion to approve the consent agenda as read. Ms. Speering seconded.</b></p>	<b>VOTE: 9-0 – Unanimous</b>
<ul style="list-style-type: none"> <li>Calendar Committee Update</li> </ul>	Mr. Collier and Dr. Steele gave a brief Calendar Committee Update to the Board concerning having school in session during election days.	

Metropolitan Nashville Public Schools  
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September 22, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<b>REPORTS</b>		
A. Director's Report 1. District Vision for English Language Services	<p>Mr. Stacy and Dr. Steele presented the District Vision for English Language Services report to the Board.</p> <p>Ms. Speering stated that she would like to see a connection between the Community School Model and the English Language Services Vision. Mr. Pinkston thanked the staff for the EL Vision, and he stated that he would like next steps to be to meet with community stakeholders to rally support around the vision and funding. Dr. Gentry stated that she would like to see what will be the deployment of the vision or the tools that will be used to measure the success of the program.</p>	
B. Board Chairman's Report 1. Announcements	Ms. Frogge announced that she attended the grand opening of the Hillwood High School's Health Science Lab sponsored by The HCA Foundation.	
<ul style="list-style-type: none"> <li>• Hillwood High School – The HCA Foundation</li> <li>• BELL Garden</li> </ul>	Ms. Frogge announced that she spoke at a fundraising dinner for the BELL Garden, a garden located directly behind Bellevue Middle Prep. The BELL Garden is a one-acre garden that serves as an edible learning laboratory for students and the community.	
<ul style="list-style-type: none"> <li>• Alignment Nashville</li> </ul>	Ms. Frogge announced that Alignment Nashville is partnering with MNPS to create a farm-to-table initiative in MNPS cafeterias. The current effort is focused primarily on low-income schools, but the ultimate goal is to expand the farm-to-table initiative to all schools in the district.	
<ul style="list-style-type: none"> <li>• Classroom Breakfast</li> </ul>	Ms. Frogge announced that MNPS has increased breakfast in the classroom this year. Three years ago, only three schools provided breakfast in the classroom, and now 60 schools provide breakfast. MNPS has also revamped cafeteria menus to increase the number of cooked-from-scratch items and decreased the use of processed foods. For the first time, MNPS is serving non-antibiotic chicken legs, and cafeterias are becoming more Green. She thanked Spencer Taylor and Chef Rebecca Polson and staff for their hard work.	
<ul style="list-style-type: none"> <li>• Hillsboro High School</li> </ul>	Ms. Pierce announced that September 24 <sup>th</sup> – 28 <sup>th</sup> , Hillsboro High School would be performing "Taming of the Shrew".	

Metropolitan Nashville Public Schools  
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Minutes  
September 22, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>• Hillsboro High School</li> </ul>	Ms. Pierce announced that on September 26 <sup>th</sup> at 8:00 a.m., a meeting would be held to discuss the proposed rebuild or renovation of Hillsboro High School at J.T. Moore Middle Prep. Ms. Pierce announced that on September 30 <sup>th</sup> the Alliance for Green Hills will meet at the Hampton Inn at 8:00 a.m. to discuss potential design ideas.	
<ul style="list-style-type: none"> <li>• McGavock High School</li> </ul>	Ms. Shepherd offered condolences to the family of Hunter Jackson, who was a senior at McGavock High School.	
<ul style="list-style-type: none"> <li>• McGavock High School</li> </ul>	Ms. Shepherd congratulated the Homecoming Court at McGavock High School.	
<ul style="list-style-type: none"> <li>• Election</li> </ul>	Ms. Shepherd congratulated the winners of the recent Mayoral and Metro Council elections. She also thanked the Board for electing her to serve as 2015-2016 Board of Education Vice-Chair.	
<ul style="list-style-type: none"> <li>• Maplewood Monday</li> </ul>	Ms. Speering announced that Maplewood Monday is September 28 <sup>th</sup> at Maplewood High School.	
<ul style="list-style-type: none"> <li>• Teaching and Learning Committee</li> </ul>	Ms. Speering announced that the Teaching and Learning Committee meeting would be held on September 28 <sup>th</sup> at 11:30 a.m.	
<ul style="list-style-type: none"> <li>• First Choice Festival</li> </ul>	Ms. Speering and Ms. Shepherd stated they each attended the First Choice Festival and congratulated staff on the success of the event with approximately 4,500 people in attendance.	
<ul style="list-style-type: none"> <li>• Hume-Fogg High School Gymnasium Dedication</li> </ul>	Ms. Speering announced that the Hume-Fogg High School Gymnasium Dedication would be held on September 24 <sup>th</sup> at 11:00 a.m.	
<ul style="list-style-type: none"> <li>• Oliver Middle Prep</li> </ul>	Dr. Brannon announced that she attended the Oliver Middle Prep VIP Tour on September 16 <sup>th</sup> . She congratulated the students, staff and community on the success of the event.	
<ul style="list-style-type: none"> <li>• Hands on Nashville Day</li> </ul>	Ms. Hunter thanked the community for volunteering on Hands on Nashville Day.	
<b>WRITTEN INFORMATION TO THE BOARD</b>		
<ul style="list-style-type: none"> <li>• Sales Tax Collections as of September 20, 2015</li> </ul>		
<ul style="list-style-type: none"> <li>• Fiscal Year 2015-2016 Operating Budget Financial Reports</li> </ul>		
<ul style="list-style-type: none"> <li>• Upcoming Committee Meetings</li> </ul>		
<ul style="list-style-type: none"> <li>• Adjournment</li> </ul>	Ms. Frogge adjourned the meeting at 6:23 p.m.	

Metropolitan Nashville Public Schools  
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 September 22, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Signatures</li> </ul>	 <hr/> <div style="display: flex; justify-content: space-between;"> <div data-bbox="680 435 865 496">Chris M. Henson Board Secretary</div> <div data-bbox="1094 435 1335 496">Sharon Dixon Gentry Board Chair</div> <div data-bbox="1402 435 1455 464">Date</div> </div>	

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. RECOMMENDED AWARD OF CONTRACT FOR ARCHITECTURAL SERVICES FOR CRIEVE HALL ELEMENTARY SCHOOL ADDITIONS - GOODWYN MILLS CAWOOD, INC.

In accordance with the Board of Education's policy for selecting architects on the basis of past performance, the following architectural firm is being recommended for the Crieve Hall Elementary School Additions.

<u>PROJECT:</u>	<u>FIRM:</u>	<u>AMOUNT:</u>
Crieve Hall Elementary School Additions	Goodwyn Mills Cawood, Inc.	\$243,576.00

It is recommended that this contract be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80404215

January 12, 2016

c. RECOMMENDED AWARD OF CONTRACT FOR MCGAVOCK HIGH SCHOOL AUDITORIUM (LIGHTING UPGRADE) – ENTERPRISE ELECTRIC, LLC

It is recommended that this contract be awarded to Enterprise Electric, LLC as a pilot program for energy conservation and improved lighting for the sum of \$127,497.00.

Legality approved by Metro Department of Law

FUNDING: 45014.80405914

Date: January 12, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. RECOMMENDED APPROVAL OF CHANGE ORDER #3 FOR SMITH SPRINGS ELEMENTARY SCHOOL – BELL & ASSOCIATES CONSTRUCTION, L.P.

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

1. Credit to delete EPDM roof protection sheet	\$(1,406.00)
2. Revised value engineering for vinyl composite tile	\$10,865.00
3. Electrical revisions to Kitchen per Code requirement	\$ 2,320.00
4. Added pressure reducing valve not in original design	\$ 7,833.00
5. Added light in Kitchen near Cooler & Freezer	<u>\$ 873.00</u>
Total	\$20,485.00

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45014.80404314

Date: January 12, 2016

e. RECOMMENDED APPROVAL OF CHANGE ORDER #1 FOR RUBY MAJOR ELEMENTARY SCHOOL ADDITIONS – ORION BUILDING CORPORATION

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

1. Additional excavation and replacement with lean concrete due to unforeseen depth to bedrock	\$148,412.00
2. Additional depth of micropiles	<u>\$ 17,051.00</u>
Total	\$165,463.00

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80404315

Date: January 12, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

f. RECOMMENDED APPROVAL OF SUPPLEMENT #1 FOR NEW TUSCULUM ELEMENTARY SCHOOL – BINKLEY GARCIA ARCHITECTURE

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

1. Increase in architectural fees due to owner requested changes and increase in scope of project	<u>\$153,190.00</u>
Total	\$153,190.00

It is recommended that this supplement be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80405015

Date: January 12, 2016

g. RECOMMENDED APPROVAL OF CHANGE ORDER #5 FOR STRATFORD STEM MAGNET SCHOOL RENOVATIONS – MESSER CONSTRUCTION COMPANY

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

1. Additional site work required for paving repair, new site lights, ADA, etc.	\$124,066.78
2. Increase in scope of masonry work due to unforeseen conditions	\$ 90,179.50
3. Modifications in requirements and design of steel and structural components	\$ 63,742.18
4. Miscellaneous demo and additional scope requested by Owner	\$ 32,586.70
5. Provide and install a new flag pole	\$ 4,171.10
6. Revisions to scope and design of plumbing and mechanical components	\$ 66,652.80
7. Repair and replace finishes damaged by water	<u>\$ 37,224.02</u>
Total	\$418,623.08

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45013.80405513

Date: January 12, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

h. RECOMMENDED APPROVAL OF REQUEST # 4 FOR DISTRICT-WIDE ROOF REPAIRS (THE ACADEMY AT OLD COCKRILL) – COLLIER ROOFING COMPANY, INC.

We are requesting to issue a Purchase Order for District-wide Roof Repairs at The Academy at Old Cockrill in the amount of \$2,121.00.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45014.80406214

Date: January 12, 2016

i. RECOMMENDED APPROVAL OF REQUEST #2 FOR PLAYGROUND EQUIPMENT (BUENA VISTA ELEMENTARY SCHOOL) – GAMETIME

We are requesting approval to issue a Purchase Order for Playground Equipment at Buena Vista Elementary School in the amount of \$41,507.74.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45013.80405713

Date: January 12, 2016

j. RECOMMENDED APPROVAL OF REQUEST #3 FOR PLAYGROUND EQUIPMENT (UNA ELEMENTARY SCHOOL) – GAMETIME

We are requesting approval to amend the Purchase Order for Playground Equipment at Una Elementary School in the amount of \$4,622.95.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45014.80405914

Date: January 12, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

k. RECOMMENDED APPROVAL OF REQUEST #2 FOR PURCHASE AND INSTALLATION OF STADIUM BLEACHERS (STRATFORD STEM MAGNET SCHOOL) – DANT CLAYTON CORPORATION

We are requesting approval to issue a Purchase Order for the purchase and installation of stadium bleachers at Stratford STEM Magnet School in the amount of \$75,331.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 54014.80405914

Date: January 12, 2016

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### I. AWARDING OF PURCHASES AND CONTRACTS

(1) **VENDOR:** Awardees from MNPS Request for Proposals (RFP) #16-6 *Professional Development for Teachers and Staff of English Language Learners*

**SERVICE/GOODS:** Professional Development training in leadership skills and general instructional pedagogy, each specific to teaching students who are English Learners. The awardees are:

- Benchmark Education
- Center for Applied Linguistics
- Knowledge Delivery Systems
- Mid-Continent Research Education and Learning (McREL)
- Thinking Maps
- WestEd
- Wisconsin Center for Education Research (WCER)

**TERM:** January 13, 2016 through June 30, 2018

**FOR WHOM:** MNPS EL teachers and staff

**COMPENSATION:** Total compensation under each of these contracts is not to exceed \$300,000.

**OVERSIGHT:** Leadership and Learning – English Learners

**EVALUATION:** Quality and timeliness of services provided.

**MBPE Contract Numbers:** Pending

**Source of Funds:** Operating Budget; Federal Funds – Title III

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### I. AWARDING OF PURCHASES AND CONTRACTS

##### (2) VENDOR: Carl Black Chevrolet

SERVICE/GOODS: Vehicle repair services for the MNPS White Fleet. This contract is awarded from MNPS Invitation to Bid (ITB) #B16-11.

TERM: January 13, 2016 through January 12, 2021

FOR WHOM: Transportation

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

OVERSIGHT: Transportation

EVALUATION: Based upon timeliness and quality of services provided.

MBPE Contract Number: 2-443694-00

Source of Funds: Operating Budget

#### I. AWARDING OF PURCHASES AND CONTRACTS

##### (3) VENDOR: Cigna Health Life Insurance Company dba Cigna-HealthSpring

SERVICE/GOODS: First Amendment to the contract, increasing compensation, extending the contract term for one year, and establishing rates for calendar year 2016. Contractor provides Comprehensive Medicare Plan plus prescription drugs (Medicare Advantage Prescription Drug Plan).

TERM: January 1, 2015 through December 31, 2016

FOR WHOM: MNPS certificated retirees

COMPENSATION: The 2016 fee rate is \$260.71 per member per month. This Amendment increases compensation under the contract by \$1,300,000.

Total compensation under this contract is not to exceed \$2,400,000.

OVERSIGHT: Human Capital – Employee Benefits

EVALUATION: Customer satisfaction, ability to control costs, and timelessness of payments.

MBPE Contract Number: 2-473318-01A1

Source of Funds: Insurance Trust Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

I. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: Claim Technologies, Inc.

SERVICE/GOODS: Fourth Amendment to the contract, adding a Pharmacy Benefit Manager and Employer Group Waiver Plan auditing services for the audit period of calendar year 2015.

TERM: October 10, 2012 through October 9, 2017

FOR WHOM: Employee Benefits

COMPENSATION: This Amendment increases compensation under the contract by \$49,325.

Total compensation under this contract is not to exceed \$563,650.

OVERSIGHT: Human Capital – Employee Benefits

EVALUATION: Based upon the successful completion of services outlined in Contractors' proposal, timeliness of communication, overall customer service, and effectiveness in working with MNPS 3<sup>rd</sup> party Administrators.

MBPE Contract Number: 2-00381-00A4

Source of Funds: Insurance Trust Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

I. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Conexion Americas

SERVICE/GOODS: First Amendment to the contract, increasing compensation to provide services to Glencliff Elementary School during Spring 2016. Contractor provides its *Parents as Partners* Program to Early Learning Centers throughout the district.

TERM: July 24, 2015 through June 30, 2016

FOR WHOM: Parents of students attending Glencliff Elementary School

COMPENSATION: This Amendment increases compensation under the contract by \$5,000.

Total compensation under this contract is not to exceed \$63,000.

OVERSIGHT: Leadership and Learning – English Learners

EVALUATION: Timeliness and quality of products and services provided.

MBPE Contract Number: 2-473035-04A1

Source of Funds: Federal Funds – Title III

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

I. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: Hands on Nashville, Inc.

SERVICE/GOODS: Contractor will pay for and oversee construction of a greenhouse on the Glencliff High School campus. The greenhouse will become the property of MNPS upon its completion, and MNPS will be responsible for the costs to maintain and operate the greenhouse. Contractor will receive exclusive naming rights for the “Hands on Nashville Academy of Environmental and Urban Planning” at Glencliff High School. The greenhouse space will be shared between Contractor and the students at Glencliff High School as outlined below:

- A. MNPS will use the greenhouse for purposes such as, but not limited to:
- Experimental learning opportunities.
  - Addressing course standards aligned with the greenhouse structure, plant production, enterprise management, and life skills development.
- B. Contractor will use the greenhouse for purposes such as, but not limited to:
- Propagating plants for Contractor’s urban farm and for sale to the public.
  - Hosting a social enterprise that sells raw agricultural products such as microgreens, shoots, and/or sprouts.
  - Hosting internships through the social enterprise to teach Glencliff High School students workforce development skills.
  - Engaging LifeSkills students in greenhouse operations to provide job training opportunities.

TERM: January 13, 2016 through January 12, 2019.

FOR WHOM: Horticultural and Agricultural program students at Glencliff High School

COMPENSATION: Contractor will provide in-kind donations totaling \$100,000 in the first year and \$50,000 each year thereafter. In-kind donations may be defined as, but are not limited to:

- Construction cost of greenhouse
- Volunteer hours
- Money
- Meeting attendance
- Product donations
- Speakers
- Facilitators
- Field trips
- Supplies/equipment
- Job shadowing

OVERSIGHT: Leadership and Learning - Academies of Nashville

EVALUATION: Annual meeting by both parties to audit the performance of the contract.

MBPE Contract Number: 2-469148-01

Source of Funds: Revenue

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

I. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: LAZEL, Inc. dba Learning A-Z

SERVICE/GOODS: Contractor's digitally delivered teaching products. This contract is awarded from MNPS Request for Proposals (RFP) #13-17 *Supplemental Digital Teaching Materials*. The products provided under the contract include:

- Reading A-Z
- Raz-Kids
- Headsprout
- Science A-Z
- Writing A-Z
- Vocabulary A-Z
- ReadyTest A-Z

TERM: January 13, 2016 through June 30, 2017

FOR WHOM: MNPS teachers

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

OVERSIGHT: Learning Technology

EVALUATION: Timeliness and quality of products and services provided.

MBPE Contract Number: 2-630491-04

Source of Funds: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

I. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: National Center on Time and Learning

SERVICE/GOODS: Second Amendment to the contract, adding Madison Middle Prep to the 2015-2016 school year and increasing compensation.

TERM: February 25, 2015 through June 30, 2016

FOR WHOM: Teachers and staff at Madison Middle Prep

COMPENSATION: This Amendment increases compensation under the contract by \$48,000.

Total compensation under this contract is not to exceed \$354,250.

OVERSIGHT: Leadership and Learning – Priority Schools

EVALUATION: Based upon timeliness and quality of services provided.

MBPE Contract Number: 2-129654-00A2

Source of Funds: Federal Funds – School Improvement Grant (SIG)

I. AWARDING OF PURCHASES AND CONTRACTS

(9) VENDOR: Neely Coble Company

SERVICE/GOODS: Purchase of two (2) 26,000 lb. gross weight Box Trucks. This contract is awarded from MNPS Invitation to Bid (ITB) #B16-20.

TERM: January 13, 2016 through June 30, 2016

FOR WHOM: Central Services; Transportation

COMPENSATION: Total compensation under this contract is not to exceed \$167,084.

OVERSIGHT: Transportation

EVALUATION: Based upon timeliness of delivery and quality of products purchased.

MBPE Contract Number: 2-653147-02

Source of Funds: Capital Funds

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### I. AWARDING OF PURCHASES AND CONTRACTS

(10) VENDOR: Pavement Restorations, Inc.

SERVICE/GOODS: Sidewalk replacement at McGavock High School. This contract is awarded from MNPS Invitation to Bid (ITB) #B16-16.

TERM: January 13, 2016 through June 30, 2016

FOR WHOM: Students and staff at McGavock High School

COMPENSATION: Total compensation under this contract is not to exceed \$152,000.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Based upon timeliness and quality of service provided.

MBPE Contract Number: 2-618203-00

Source of Funds: Capital Funds

#### I. AWARDING OF PURCHASES AND CONTRACTS

(11) VENDOR: Raptor Technologies, LLC

SERVICE/GOODS: Requisition #122359 for 142 sets of scanners, printers, software licenses, database setup services, and rolls of badges for local visitor badge printing at schools. This purchase piggybacks the General Services Administration (GSA) contract with Raptor Technologies, LLC.

TERM: January 13, 2016 through June 30, 2016

FOR WHOM: Security

COMPENSATION: This purchase is not to exceed \$227,200.

OVERSIGHT: Security

EVALUATION: Quality of products and services provided.

MBPE Contract Number: GSA contract #GS07F12BA

Source of Funds: Capital Funds – School Safety & Security

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

##### I. AWARDING OF PURCHASES AND CONTRACTS

#### (12) VENDOR: Roofing Services & Solutions LLC (RSS)

SERVICE/GOODS: Requisition #122310 for the replacement of the music room roof section at the Ironwood Building (houses the Spectrum Academy and MNPS musical instrument repair shop). This purchase piggybacks the Williamson County contract with RSS.

TERM: January 13, 2016 through June 30, 2016

FOR WHOM: Students and staff located at the Ironwood Building

COMPENSATION: This purchase is not to exceed \$80,465.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality of products and timeliness of delivery.

MBPE Contract Number: Williamson County contract #RFB762

Source of Funds: Capital Funds – Roof Repairs

##### I. AWARDING OF PURCHASES AND CONTRACTS

#### (13) VENDOR: Teaching Strategies, LLC

SERVICE/GOODS: Fourth Amendment to the contract, increasing compensation to add 518 Pre-K student licenses for Contractor's Gold on-line assessment, for a total of 3,081 student licenses. Under this contract, Contractor also provides teaching curriculum and materials for all MNPS Pre-K classes.

TERM: June 10, 2015 through June 30, 2016

FOR WHOM: MNPS Pre-K students and teachers

COMPENSATION: This amendment increases compensation under the contract by \$6,708.10.

Total compensation for this contract is not to exceed \$779,318.94.

OVERSIGHT: Leadership and Learning – Pre-K

EVALUATION: Quality of products and timeliness of delivery.

MBPE Contract Number: 2-214201-01A4

Source of Funds: Federal Funds – Pre-K Expansion Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

I. AWARDING OF PURCHASES AND CONTRACTS

(14) VENDOR: Trane

SERVICE/GOODS: Requisition #122134 for the purchase of chiller maintenance and repairs service. This purchase piggybacks the U.S. Communities contract with Trane.

TERM: January 13, 2016 through June 30, 2016

FOR WHOM: Facility and Grounds Maintenance

COMPENSATION: This purchase is not to exceed \$133,206.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality of products and timeliness of delivery.

MBPE Contract Number: U.S. Communities contract #15-JLP-023

Source of Funds: Operating Budget

I. AWARDING OF PURCHASES AND CONTRACTS

(15) VENDOR: Utility Equipment Service Inc.

SERVICE/GOODS: Purchase of one (1) used Bucket Truck. This contract is awarded from MNPS Invitation to Bid (ITB) #B16-18.

TERM: January 13, 2016 through June 30, 2016

FOR WHOM: Facility and Grounds Maintenance

COMPENSATION: Total compensation under this contract is not to exceed \$40,500.

OVERSIGHT: Transportation

EVALUATION: Based upon timeliness of delivery and quality of product purchased.

MBPE Contract Number: 2-175245-00

Source of Funds: Capital Funds

# Memorandum

**To:** Jesse Register, Ed. D., Director of Schools  
**From:** Alvin Jones, Executive Director, Support Services  
**Date:** 1/5/2016  
**Re:** Compulsory Attendance Waiver Request

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This request for exemption from compulsory school attendance has been reviewed. The request meets the guidelines for exemption as approved by the State Board of Education and MNPS policy. I recommend approval of this request.

NAME	AGE	SCHOOL	Waiver	Waiver/ GED
L.L.	17	Hunters Lane HS		X
A.S.	17	Cane Ridge HS		X
H.W.	17	McGavock HS		X

## Resolution

Metropolitan Nashville Davidson County  
Board of Public Education  
Nashville, Tennessee

A RESOLUTION IN OPPOSITION TO THE USE OF TNREADY DATA FOR TEACHER EVALUATIONS  
FOR THE SCHOOL YEAR 2015-2016

**WHEREAS**, Metropolitan Nashville Public Schools (MNPS) is responsible for providing a local system of public education, and

**WHEREAS**, The State of Tennessee through the work of the Tennessee General Assembly, the Tennessee Department of Education, the Tennessee Board of Education, and local boards of education, has established nationally recognized standards and measures for accountability in public education, and

**WHEREAS**, all public school systems in Tennessee have been granted a one-time pass in the 2015-2016 school year to not integrate TNReady scores into each student's final grades due to an anticipated delay in assessment results, and

**WHEREAS**, teachers with at least five years of experience are eligible for tenure only if they receive an overall evaluation score above expectations or significantly above expectations for the prior two years, and

**WHEREAS**, this school year is the first year that the TNReady assessment will be administered, and

**WHEREAS**, the TNReady assessment is not a compatible assessment with the TCAP assessment, and

**WHEREAS**, the TNReady assessment requires the extensive use of technology and the State of Tennessee BEP funding formula, already inadequate, does not meet these technology needs or the needs of MNPS schools as a whole, and

**WHEREAS**, the Tennessee General Assembly and Tennessee Board of Education have already adopted the "Tennessee Teaching Evaluation Act" to lessen the evaluation score impact of TNReady in English/language arts and math, and

**WHEREAS**, over 70% of MNPS teachers, counselors, librarians, instructional coaches, and others do not produce individual TVAAS data, and

**WHEREAS**, MNPS seeks to recruit and retain excellent teachers to serve our students.

**NOW, THEREFORE, BE IT RESOLVED BY METROPOLITAN NASHVILLE PUBLIC SCHOOLS BOARD OF EDUCATION AS FOLLOWS:**

MNPS Board of Education strongly urges the Tennessee General Assembly and the Tennessee Board of Education to provide a waiver from utilizing the TNReady data for the use of teacher evaluations for the school year 2015-2016 or allow to districts to only use observation data from evaluations to make decisions on hiring, placement, and compensation based strictly on the 2015-2016 TNReady data, and

**BE IT FURTHER RESOLVED**, that the Tennessee General Assembly and the Tennessee Board of Education consider the impact of the 2015-2016 TNReady data upon future years of teacher evaluations, and

**BE IT FURTHER RESOLVED**, that the Tennessee General Assembly and the Tennessee Board of Education consider allowing teachers to be eligible for tenure when they have received a composite score of four (4) or five (5) for two of any of the last five years, as opposed to the prior two years only.

Adopted this day, Tuesday, January 12, 2016.

<b>Chair</b>	<b>Vice-Chair</b>
	<b>Director of Schools</b>

## STUDENT ACHIEVEMENT IN ELEMENTARY & MIDDLE SCHOOLS

*required by state and federal law*

	GRADE LEVELS *	APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS	
<b>TNREADY - MATH &amp; ENGLISH-LANGUAGE ARTS</b>  <i>Replacement for TCAP achievement tests in Math and English-Language Arts</i>	K	This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602.	TNReady assessments will measure a student's skills in English-Language Arts and math. Test results are used in teacher, school and district accountability with the State of Tennessee and the Federal Government. Results will also count for 10% of a student's final grade in those subjects. Students are not required to pass the test in order to pass the class, though they must maintain a passing grade in the class as a whole.	<b>Part I:</b> Feb. 8 – March 4  <b>Part II:</b> April 18 – May 13	"Quick score" results are typically given to the district soon after the test is given so teachers can calculate final grades. Later in the summer or fall, the state releases more detailed individual student reports. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.	
	1					2
	3					4
	5					6
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	9					10
	11					12
<b>TCAP SOCIAL STUDIES</b>	K	This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602.	This assessment will measure a student's skills in social studies. Test results are used in teacher, school and district accountability with the State of Tennessee and the Federal Government. Results will also count for 10% of a student's final grade in that class. Students are not required to pass the test in order to pass the class, though they must maintain a passing grade in the class as a whole.	<b>Part I:</b> Feb. 8 – March 4  <b>Part II:</b> April 18 – May 13	"Quick score" results are typically given to the district soon after the test is given so teachers can calculate final grades. Later in the summer or fall, the state releases more detailed individual student reports. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.	
	1					2
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	9					10
	11					12
<b>TCAP SCIENCE</b>	K	This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602.	This assessment will measure a student's skills in science. Test results are used in teacher, school and district accountability with the State of Tennessee and the Federal Government. Results will also count for 10% of a student's final grade in that class. Students are not required to pass the test in order to pass the class, though they must maintain a passing grade in the class as a whole.	April 25 – May 10	"Quick score" results are typically given to the district soon after the test is given so teachers can calculate final grades. Later in the summer or fall, the state releases more detailed individual student reports. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.	
	1					2
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	7					8
	9					10
	11					12

\* Blue shading indicates grade levels tested.

# STUDENT ACHIEVEMENT IN HIGH SCHOOLS

*required by state and federal law*

	GRADE LEVELS *	APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS
<p><b>TNREADY – MATH &amp; ENGLISH-LANGUAGE ARTS</b></p> <p><i>Replacement for End-of-Course Exams for Algebra I, Integrated Math I, Algebra II, Geometry, English I, English II and English III</i></p>	<p>Students enrolled in Algebra, Geometry and high school-level English classes</p>	<p>This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602.</p>	<p>TNReady assessments will measure a student's skills in English-Language Arts and math. Test results are used in teacher, school and district accountability with the State of Tennessee and the Federal Government. Results will also count for 25% of a student's final grade in those subjects. Students are not required to pass the test in order to pass the class, though they must maintain a passing grade in the class as a whole.</p>	<p><b>Part I:</b> Feb. 8 – March 4</p> <p><b>Part II:</b> April 18 – May 13</p>	<p>"Quick score" results are typically given to the district soon after the test is given so teachers can calculate final grades. Later in the summer or fall, the state releases more detailed individual student reports. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.</p>
<p><b>END-OF-COURSE EXAM – U.S. HISTORY</b></p>	<p>Students enrolled in high school-level U.S. History</p>	<p>This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602.</p>	<p>This assessment will measure a student's skills in U.S. History. Test results are used in teacher, school and district accountability with the State of Tennessee and the Federal Government. Results will also count for 25% of a student's final grade in those subjects. Students are not required to pass the test in order to pass the class, though they must maintain a passing grade in the class as a whole.</p>	<p><b>Part I:</b> Feb. 8 – March 4</p> <p><b>Part II:</b> April 18 – May 13</p>	<p>"Quick score" results are typically given to the district soon after the test is given so teachers can calculate final grades. Later in the summer or fall, the state releases more detailed individual student reports. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.</p>
<p><b>END-OF-COURSE EXAM – BIOLOGY &amp; CHEMISTRY</b></p>	<p>Students enrolled in Biology I and Chemistry</p>	<p>This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602.</p>	<p>These assessments will measure a student's skills in Biology I and Chemistry. Test results are used in teacher, school and district accountability with the State of Tennessee and the Federal Government. Results will also count for 25% of a student's final grade in those subjects. Students are not required to pass the test in order to pass the class, though they must maintain a passing grade in the class as a whole.</p>	<p>April 25 – May 10</p>	<p>"Quick score" results are typically given to the district soon after the test is given so teachers can calculate final grades. Later in the summer or fall, the state releases more detailed individual student reports. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.</p>

\* Blue shading indicates grade levels tested.

# SCREENINGS FOR ACADEMIC SUPPORT

*required by state and federal law*

	GRADE LEVELS *		APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS
<b>RTII BENCHMARK UNIVERSAL SCREENER</b> <i>also called Aimsweb</i>	K		Test is given to comply with the Individual with Disabilities Education Act (IDEA) of 2004 34 CFR 300.8(c)(10) and TN Special Education and Services Act 0520-01-09 Rule 0520-01-09-12.	RTII ( <i>Response to Instruction and Intervention, sometimes also called RTI2</i> ) is an instructional support system designed to give students the individual support they need to learn, no matter where they stand academically. It includes period assessments to identify each student's specific needs in reading, writing and math so they can get the appropriate level of instruction. Aimsweb is the product Metro Schools uses for this assessment.	Sept. 1-8  Jan. 11-29  May 9-24	Student-level reports should be shared with parents by the school. Students who take part in intervention will receive regular progress reports for parents.
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<b>WIDA ACCESS PLACEMENT TESTS FOR ENGLISH LEARNERS</b> <i>also called W-APT</i>	K		Test is given to comply with No Child Left Behind §1111 (b)(3)(C) (ix)(III).	W-APT is given to students who speak a language other than English at home. It is used to help determine which kind and level of English language support they need. It also helps us know in which level to place students for the annual assessment all English Learner students take.	This is given to English Learner students at the time of enrollment.	Tests are scored by Metro Schools employees and the results are given to parents immediately.
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<b>WIDA ACCESS FOR ENGLISH LEARNERS</b>	K		Test is given comply with No Child Left Behind §1111 (b)(3)(C) (ix)(III).	This assessment is used to help determine language proficiency in English Learner students. Is it the test the state gives every year to measure student performance in language proficiency.	March 7 – April 8	The state releases individual student reports with details of performance. These are given to the district office, which then distributes them to schools. Once schools have them, they will distribute them to families.
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	5	6				
	7	8				
	9	10				
	11	12				

\* Blue shading indicates grade levels tested.

# COLLEGE & CAREER READINESS

*required by state law*

	GRADE LEVELS *	APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS	
ACT EXPLORE	K	This test is given to comply with T.C.A. §49-6-6001(b).	This test is designed to measure a student's college readiness in the eighth grade. It predicts how well a student will perform on the ACT exam.	Oct. 13-30	Student-level reports are given 3-8 weeks after the test is given.	
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ACT PLAN	K	This test is given to comply with T.C.A. §49-6-6001(b).	This test is designed to measure a student's college readiness in the tenth grade.	Oct. 13-30	Student-level reports are given 3-8 weeks after the test is given.	
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	3					4
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	11					12
ACT	K	This test is given to comply with T.C.A. §49-6-6001(b).	The ACT is the premiere college readiness test in the United States. It also helps determine which students are eligible for the HOPE Scholarship from the state.	April 19 <i>A make-up test is available May 3</i>	Student-level reports are given 3-8 weeks after the test is given.	
	1					2
	3					4
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	9					10
	11					12

\* Blue shading indicates grade levels tested.

# DISTRICT ASSESSMENTS

*some required by state and federal law*

	GRADE LEVELS *	APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS	
DIGITAL LITERACY ASSESSMENT	K	This test is given pursuant to Tenn. Rules & Regs., Chapter 0520-01-03.	This assessment is used to measure how students are using technology for learning: <ul style="list-style-type: none"> <li>» Do they have appropriate access to instructional technology at school?</li> <li>» Are they active in learning? Is that learning personalized for them?</li> <li>» Are students with disabilities able to use assistive technology?</li> <li>» What is the impact of technology on teaching and learning in the classroom?</li> </ul>	Aug. 31 – Sept. 4	Results are available when the test is completed. School staff decide when and how to share the results with parents and students.	
	1					2
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	11					12
MNPS BENCHMARK ASSESSMENTS	K	This test is given to comply with No Child Left Behind §1111 (b) and T.C.A. §49-1-602, as well as Priority School Planning Grants given to several schools by the U.S. Department of Education.	This assessment is used at three points throughout the school year to measure progress students are making in mastering academic standards. They help teachers, principals and district staff make decisions about instruction and resources as they work to meet year-end academic goals.	Sept. 28 – Oct. 2 Dec. 7-11 March 7-15	Results are available soon after the test is given. Schools decide how and when to share it with students and parents.	
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MIST PRACTICE TESTS	K	While not required by law, this is a practice test for a test that is required by No Child Left Behind §1111 (b) and T.C.A. §49-1-602.	These are practice tests designed to help students prepare for the new TNReady assessments. TNReady is given online – the first time Metro Schools has given an online assessment – and asks new types of questions our students may not be familiar with. It is much more than simple multiple choice with a bubble sheet. Because so much of it is new, we want to prepare students for what they will see during the actual test.	Sept. 28 – Oct. 30 Feb. 8 – March 4	Results are available soon after the test is given. Schools decide how and when to share it with students and parents.	
	1					2
	3					4
	5					6
	7					8
	9					10
	11					12

\* Blue shading indicates grade levels tested.

# EXCEPTIONAL EDUCATION ASSESSMENTS

also called *Alternative Portfolio Assessments* - required by state and federal law

	GRADE LEVELS *	APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS
<b>TCAP ALT-PORTFOLIO ASSESSMENT</b> <i>also called NCSC</i>	K	This test is given to comply with No Child Left Behind §1111 (b)(3) (C)(ix)(III) and T.C.A. §49-1-612.	This assessment is designed for students who have significant intellectual disabilities. It is based on a different set of content standards than the TCAP test. Students only take the alt-portfolio assessment when parents/guardians and educators decide it is appropriate according to his or her needs.	<b>Science and Social Studies:</b> August 7 – January 28  <b>English-Language Arts and Math:</b> March – April  <i>determined by the state</i>	Student-level reports should be shared with parents by the school. Students who take part in intervention will receive regular progress reports for parents.
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# NATIONAL ASSESSMENTS

required by state and federal law

	GRADE LEVELS *	APPLICABLE FEDERAL/STATE LAW	PURPOSE & USE	TESTING WINDOW	RESULTS SHARED WITH STUDENTS & PARENTS
<b>NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS</b> <i>also called NAEP (pronounced nape)</i>	Varying grade levels in selected schools only	This test is given to comply with No Child Left Behind §1111 (c)(2).	NAEP is only given to a small number of Tennessee students in selected schools. Not every school takes part in NAEP, and even if a school is selected, not every student takes the test. It is a national test designed to help measure Tennessee's academic performance against that of other states. That is why it's called "the nation's report card."	Jan. 25 – March 11  <i>tentatively</i>	Results are not shared at the student, school or district level. State-level results are posted online six months after the test is given.

\* Blue shading indicates grade levels tested.

The Metropolitan Nashville Public Schools (MNPS) does not discriminate on the basis of race, religion, creed, gender, gender identity, sexual orientation, national origin, color, age and/or disability in admission to, access to, or operation of its programs, services, or activities. MNPS does not discriminate in its hiring or employment practices.



# Nurturing the Seeds of Growth

Metro Nashville Public Schools

**Journey to High Quality Pre-K**

**Board of Education Report**

*Tuesday, January 12, 2016*

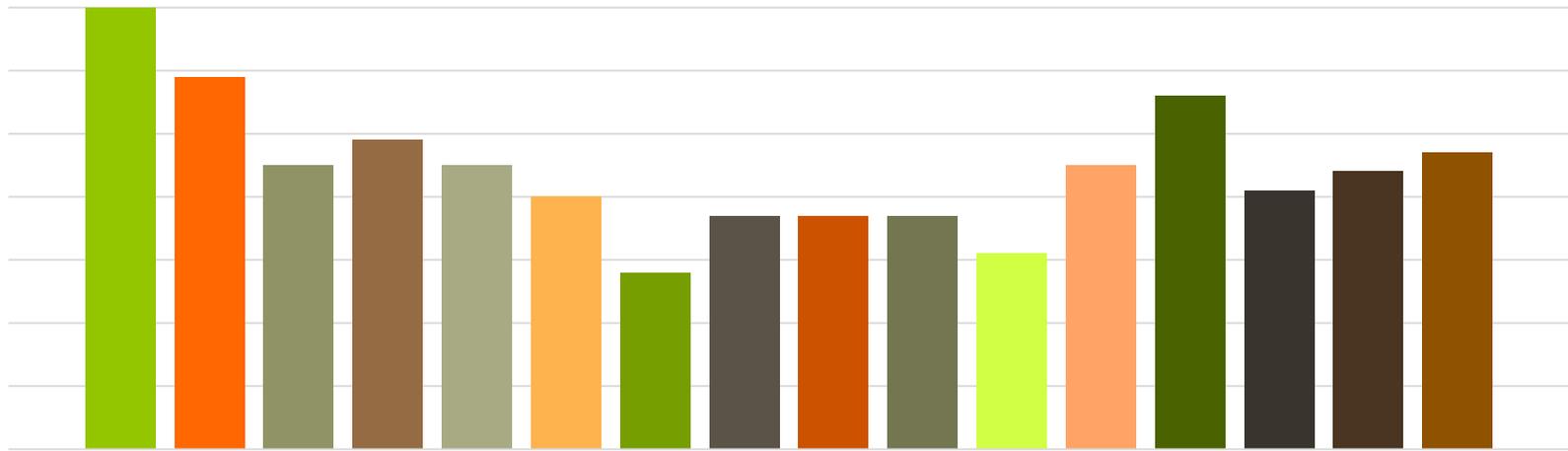
# Tools to Ensure High Quality Pre-K

- Early Childhood Environmental Rating Scale (ECERS)
- Classroom Observational Assessment Scoring System (CLASS)

# Expansion Classrooms Observed

School Site	Classroom
Andrew Jackson	1 Expansion Classroom
Cole	1 Expansion Classroom
Glenclyff	1 Expansion Classroom (To be observed in January)
Hermitage	1 Expansion Classroom
Inglewood	2 Expansion Classrooms
Mt. View	1 Expansion Classroom
Smith Springs	1 Expansion Classroom
Whitsitt	2 Expansion Classrooms

## ECERS Expansion



1

- Indoor Space
- Space for Privacy
- Fine Motor
- Music Movement
- Dramatic Play
- Promoting Acceptance of Diversity
- Peer Interaction
- Free Play
- Room Arrangement
- Child Related Display
- Art
- Blocks
- Nature/Science
- Supervision Gross Motor
- Discipline
- Whole Group Activities

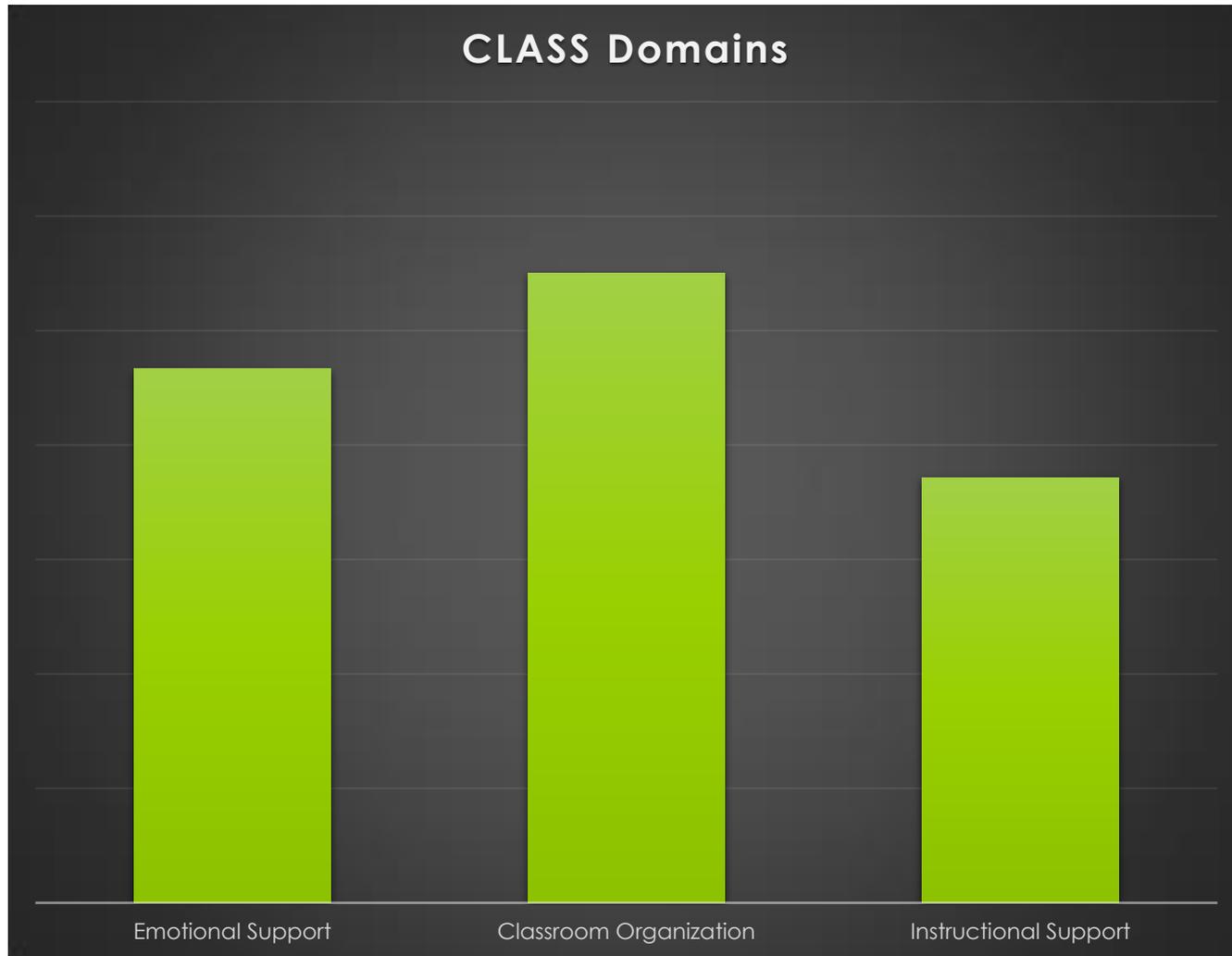
## (ECERS) Environmental Rating Scale Assesses:



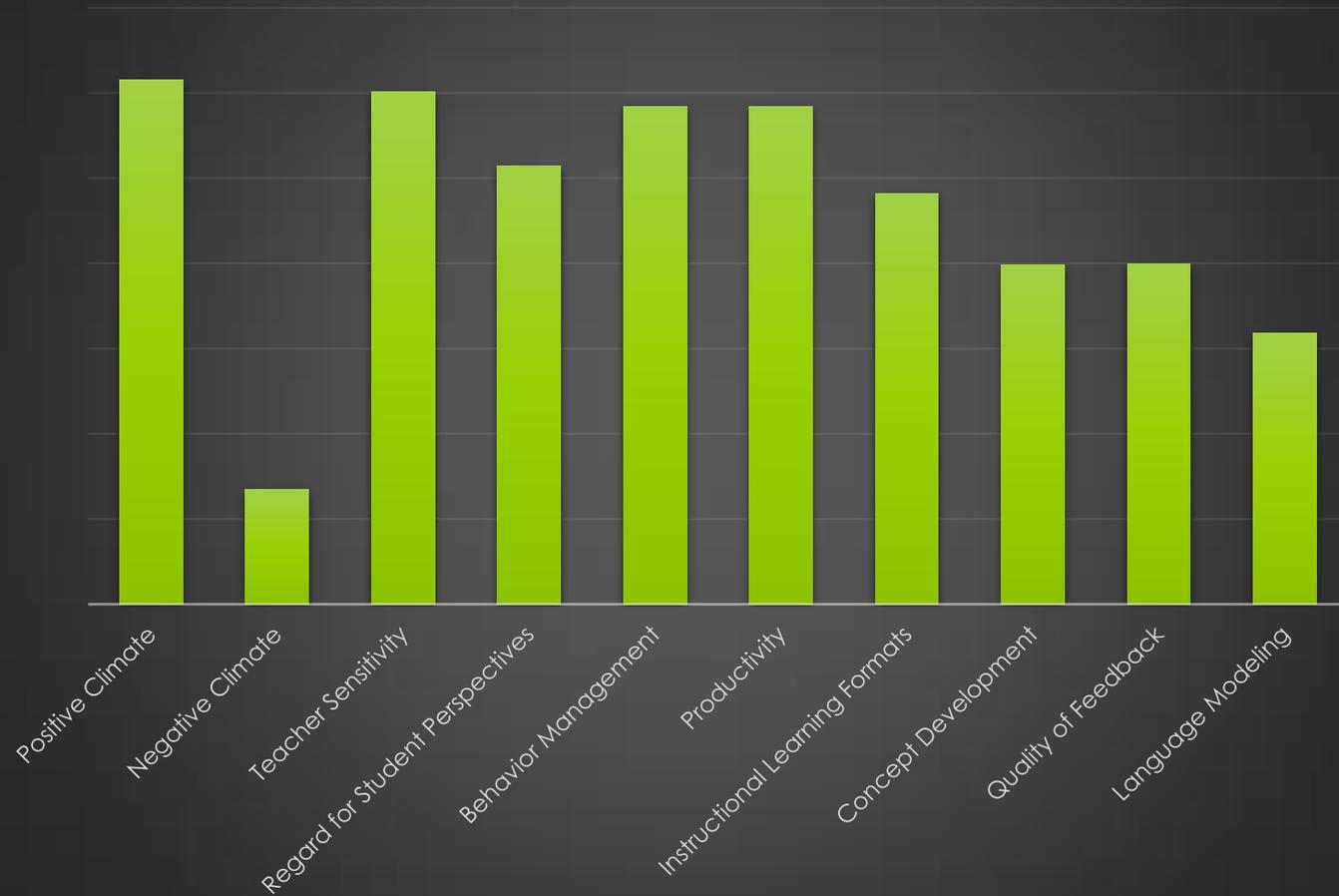
## (CLASS) Classroom Assessment Scoring System Assesses:



## CLASS Domains



## CLASS Expansion Classrooms



# GOLD Assessment

## Student Performance Measurement Tool

- Focuses on 38 Objectives that are aligned with Early Childhood Developmental Standards
- GOLD supports all learners including students with special needs and advanced learners
- Teachers are able to collect documentation through observation of students during natural learning activities and monitor progress through online portfolio system



\_\_\_\_\_ and \_\_\_\_\_ are turning pages in a book while looking from left to right. The two of them are picture reading and pointing to words they know.

While playing on the iPad, \_\_\_\_\_ is able to correctly identify numbers 1-10. On certain screens he is able to connect numerals with quantity for 1-10.



While in the Writing Center, \_\_\_\_\_ experiments with writing letters. He doesn't always know what he has written, but is proud of each letter he writes.



# Professional Development

## Building Capacity

- 175 Pre-K Teachers
- 19 Pre-K Instructional Coaches (2 Special Education)
- Professional learning:
  - Creative Curriculum
  - Change Cycle
  - Classroom Assessment Scoring System
  - Early Childhood Environmental Rating System
  - Early Language and Literacy Classroom Observation
  - Social Emotional Learning Pyramid
  - Practice Based Coaching

# Pre-K – 4<sup>th</sup> Grade Continuum

- Professional Learning for Elementary Principals
  - Student Centered Learning
  - High Quality Early Childhood Best Practices
- K-4 Instructional Coaches
  - Student centered pathway professional development
- Professional Learning at School Sites for Teachers
  - After Hours, Guided Reading, Inquiry Based Learning, Student-Centered Learning

# Next Steps....

- Analyze mid-year **Professional Development Survey** for 2016 goal setting
- Analyze Winter 2015 **Early Childhood Environmental Rating Scale (ECERS)**
- **Early Learning & Literacy Classroom** observations (State requirement)
- Develop responsive professional development for expansion classrooms in alignment with **Classroom Assessment Scoring System (CLASS)** observations
- Pre-K & **Kindergarten Collaboration** and Transitional Supports
- **Early Learning Center Partnerships** with Elementary Schools
- Ongoing supports with **Creative Curriculum**

# HOW WILL THESE TOOLS IMPACT STUDENT LEARNING?



**Metropolitan Nashville Public Schools  
Sales Tax Collections  
As of December 20, 2015**

**General Purpose Fund**

<b>MONTH</b>	<b>2015-2016 Projection</b>	<b>TOTAL 2015-2016 COLLECTIONS</b>	<b>\$ Change For Month - FY16 Projection</b>	<b>% Change For Month - FY16 Projection</b>	<b>% Increase / Decrease Year To-Date</b>
September	\$16,451,223.00	\$14,924,830.91	(\$1,526,392.09)	-10.23%	-10.23%
October	16,896,474.00	17,209,957.25	\$313,483.25	1.82%	-3.77%
November	17,346,786.00	18,173,906.40	\$827,120.40	4.55%	-0.77%
December	17,093,563.00	18,013,092.72	\$919,529.72	5.10%	0.78%
January	16,739,414.00	-			
February	21,615,305.00	-			
March	15,370,787.00	-			
April	15,624,198.00	-			
May	18,713,808.00	-			
June	17,587,875.00	-			
July	17,992,611.00	-			
August	19,434,356.00	-			
<b>TOTAL</b>	<b>\$210,866,400.00</b>	<b>\$68,321,787.28</b>	<b>\$533,741.28</b>		<b>0.78%</b>

**Debt Service Fund**

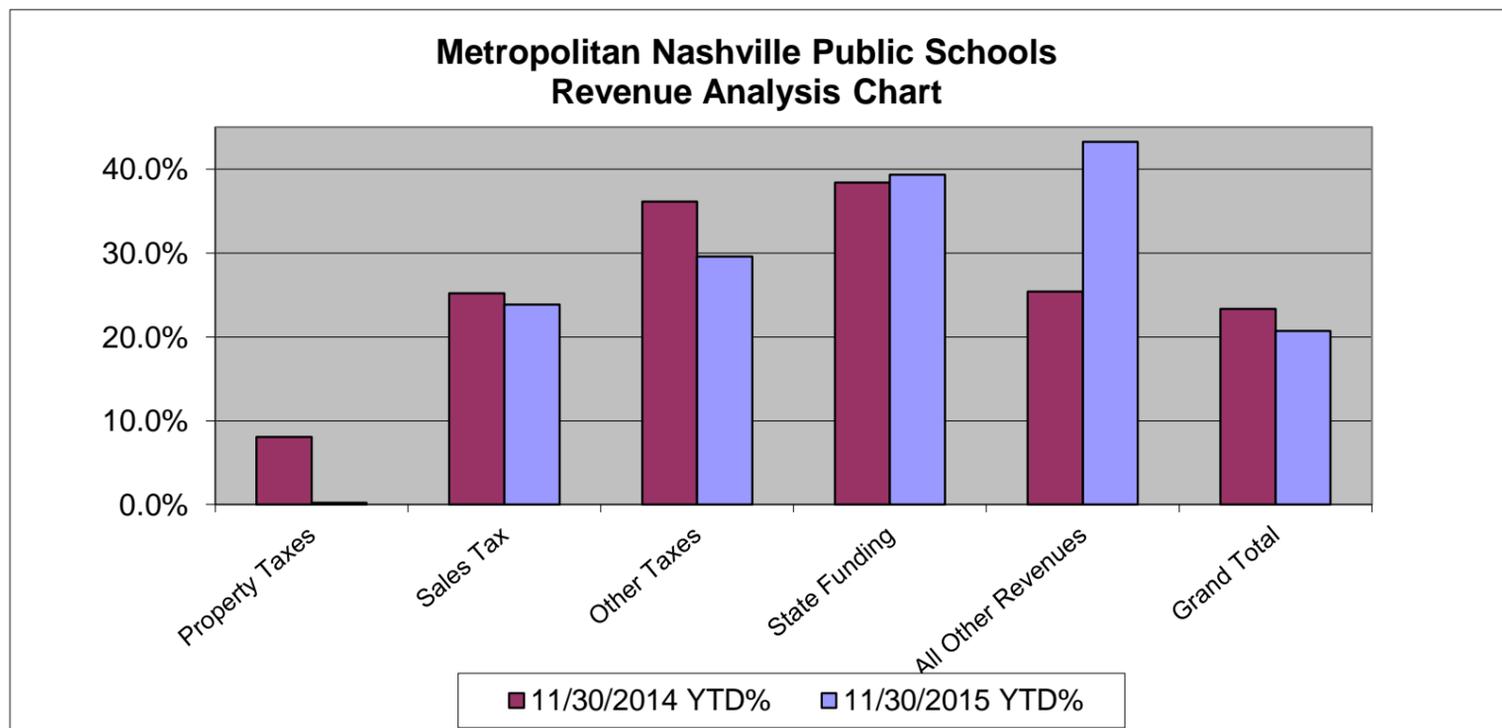
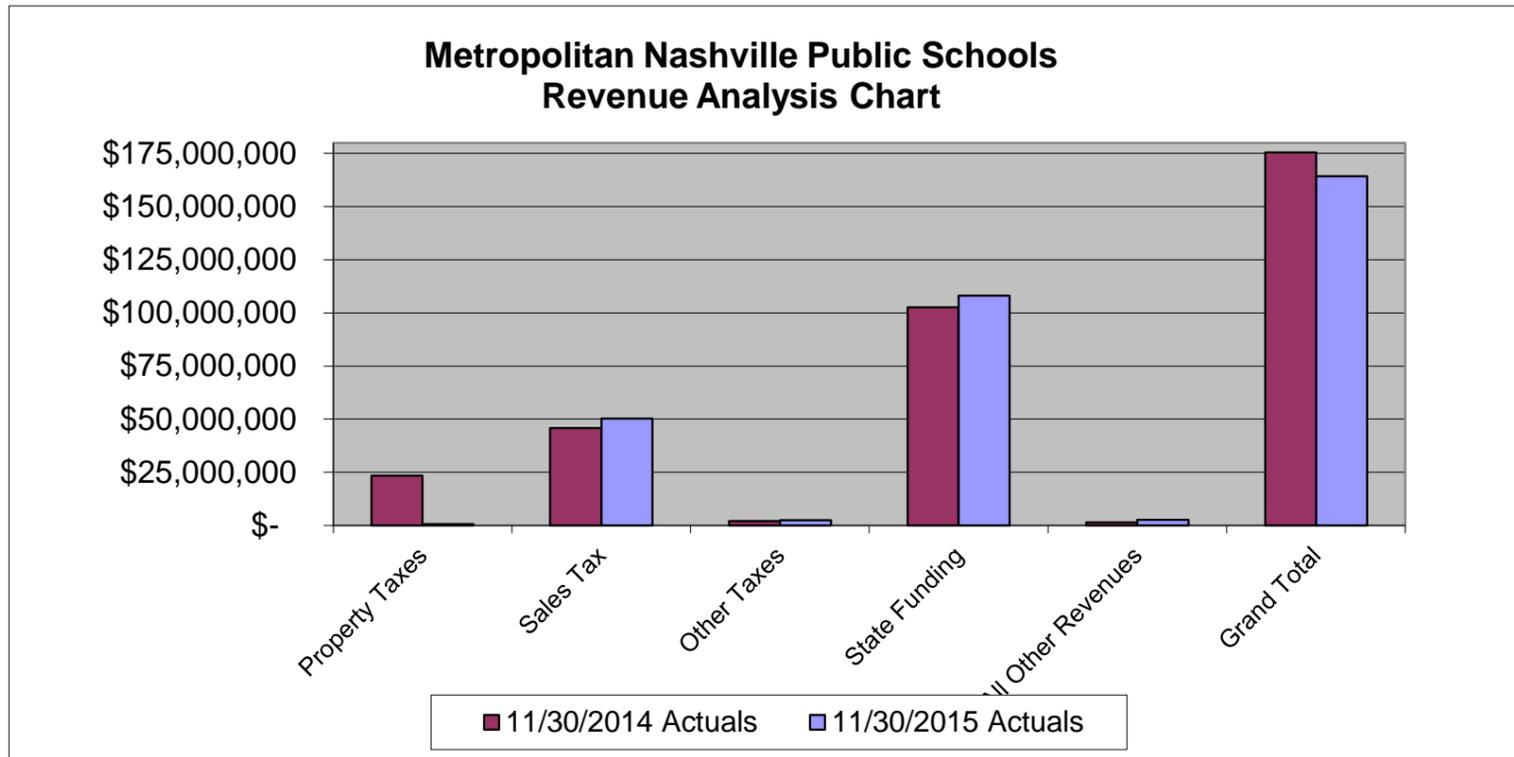
<b>MONTH</b>	<b>2015-2016 Projection</b>	<b>TOTAL 2015-2016 COLLECTIONS</b>	<b>\$ Change For Month - FY16 Projection</b>	<b>% Change For Month - FY16 Projection</b>	<b>% Increase / Decrease Year To-Date</b>
September	\$2,719,479.00	\$2,467,158.36	(\$252,320.64)	-10.23%	-10.23%
October	2,793,082.00	2,844,902.57	\$51,820.57	1.82%	-3.77%
November	2,867,522.00	3,004,248.78	\$136,726.78	4.55%	-0.77%
December	2,825,662.00	2,977,665.37	\$152,003.37	5.10%	0.78%
January	2,767,120.00	-			
February	3,573,132.00	-			
March	2,540,877.00	-			
April	2,582,767.00	-			
May	3,093,498.00	-			
June	2,907,374.00	-			
July	2,974,279.00	-			
August	3,212,608.00	-			
<b>TOTAL</b>	<b>\$34,857,400.00</b>	<b>\$11,293,975.08</b>	<b>\$88,230.08</b>		<b>0.78%</b>

**Metropolitan Nashville Public Schools  
General Purpose Fund # 35131  
Monthly Budget Accountability Report  
November 30, 2015**

	FY15 Annual Budget	FY15 YTD Actuals Through Nov	FY15 YTD % Through Nov	FY16 Annual Budget	FY16 YTD Actuals Through Nov	FY16 YTD % Through Nov	FY16 YTD Budget Available Nov
<b>REVENUES:</b>							
Charges, Commissions, & Fees	\$ 570,000	\$ 285,564	50.10%	\$ 1,230,000	\$ 1,184,136	96.27%	\$ 45,864
Other Governments & Agencies	266,976,900	102,497,730	38.39%	274,940,000	108,105,738	39.32%	166,834,262
Taxes, Licenses, & Permits	479,364,600	71,495,806	14.91%	512,950,800	53,484,259	10.43%	459,466,541
Fines, Forfeits, & Penalties	6,200	0	0.00%	1,200	0	0.00%	1,200
Transfers From Other Funds and Units	3,696,800	220,202	5.96%	2,500,000	408,391	16.34%	2,091,609
All Other Revenues	1,448,000	947,488	65.43%	2,378,000	1,051,335	44.21%	1,326,665
<b>TOTAL REVENUES</b>	<b>\$ 752,062,500</b>	<b>\$ 175,446,790</b>	<b>23.33%</b>	<b>\$ 794,000,000</b>	<b>\$ 164,233,859</b>	<b>20.68%</b>	<b>\$ 629,766,141</b>
<b>EXPENSES:</b>							
Salaries:							
Regular Pay	\$ 406,267,587	\$ 161,980,745	39.87%	\$ 420,130,147	\$ 167,872,095	39.96%	\$ 252,258,052
Overtime	915,700	1,076,786	117.59%	913,800	902,368	98.75%	11,432
All Other Salary Codes	14,925,813	3,868,149	25.92%	5,546,400	3,774,143	68.05%	1,772,257
<b>Total Salaries</b>	<b>422,109,100</b>	<b>166,925,680</b>	<b>39.55%</b>	<b>426,590,347</b>	<b>172,548,606</b>	<b>40.45%</b>	<b>254,041,741</b>
 Fringes	 145,982,100	 57,992,599	 39.73%	 154,991,563	 58,606,361	 37.81%	 96,385,202
 Other Expenses:							
Utilities	28,135,300	9,066,249	32.22%	26,448,479	8,792,473	33.24%	17,656,006
Professional and Purchased Services	44,512,366	17,384,228	39.05%	44,250,742	18,027,306	40.74%	26,223,436
Travel, Tuition, and Dues	1,991,803	773,107	38.81%	2,392,893	735,300	30.73%	1,657,593
Communications	2,973,996	1,036,110	34.84%	3,152,855	1,240,451	39.34%	1,912,404
Repairs and Maintenance Services	2,922,389	2,401,060	82.16%	4,724,550	1,770,635	37.48%	2,953,915
Internal Service Fees	1,437,400	598,913	41.67%	1,841,700	797,289	43.29%	1,044,411
Transfers To Other Funds and Units	81,230,163	34,553,451	42.54%	86,449,521	34,663,623	40.10%	51,785,898
All Other Expenses	58,772,883	21,418,619	36.44%	59,157,350	26,859,997	45.40%	32,297,353
<b>Total Other Expenses:</b>	<b>221,976,300</b>	<b>87,231,737</b>	<b>39.30%</b>	<b>228,418,090</b>	<b>92,887,074</b>	<b>40.67%</b>	<b>135,531,016</b>
<b>TOTAL EXPENSES</b>	<b>\$ 790,067,500</b>	<b>\$ 312,150,016</b>	<b>39.51%</b>	<b>\$ 810,000,000</b>	<b>\$ 324,042,041</b>	<b>40.01%</b>	<b>\$ 485,957,959</b>

**METROPOLITAN NASHVILLE PUBLIC SCHOOLS**  
**Revenue Analysis**  
**FY2015 and FY2016**

Description	FY15 YTD Actuals through Nov 2014	FY15 Annual Revenue Budget	YTD %	FY16 YTD Actuals through Nov 2015	FY16 Annual Revenue Budget	YTD %
Property Taxes	\$ 23,496,811	\$ 291,326,300	8.1%	\$ 609,342	\$ 293,426,500	0.2%
Local Option Sales Tax	45,846,955	182,083,300	25.2%	50,313,528	210,866,400	23.9%
Other Taxes, License, Permits	2,152,040	5,955,000	36.1%	2,561,389	8,657,900	29.6%
State Funding	102,497,730	266,976,900	38.4%	108,105,738	274,940,000	39.3%
All Other Revenues	1,453,254	5,721,000	25.4%	2,643,862	6,109,200	43.3%
<b>Grand Total</b>	<b>\$ 175,446,790</b>	<b>\$ 752,062,500</b>	<b>23.3%</b>	<b>\$ 164,233,859</b>	<b>\$ 794,000,000</b>	<b>20.7%</b>



**Metropolitan Nashville Public Schools**  
**General Purpose Fund #35131**  
**Expenditures by Function**  
**For the Fiscal Year Ending June 30, 2016**

Function #	Function Name	FY2016 Budget	FY2016 YTD Actuals @ Nov 30 2015	% Spent
<b>ADMINISTRATION</b>				
1100	OFFICE OF DIRECTOR OF SCHOOLS	\$ 745,300	\$ 283,694	38.1%
1110	BOARD OF EDUCATION	417,000	164,154	39.4%
1150	CHIEF FINANCIAL OFFICER	353,400	64,922	18.4%
1190	ALIGNMENT NASHVILLE	200,000	50,000	25.0%
1200	HUMAN CAPITAL	6,130,700	2,034,609	33.2%
1205	EMPLOYEE RELATIONS	689,000	322,922	46.9%
1300	EMPLOYEE BENEFITS	803,700	366,047	45.5%
1400	CHIEF OPERATING OFFICER	216,600	89,981	41.5%
1500	PURCHASING	846,400	294,114	34.7%
1600	FISCAL SERVICES	1,408,000	609,008	43.3%
1625	SCHOOL AUDIT	696,400	310,900	44.6%
1650	POSTAGE	275,000	200,571	72.9%
1700	STUDENT ASSIGNMENT SERVICES	1,127,400	450,010	39.9%
1750	CUSTOMER SERVICE CENTER	711,700	304,569	42.8%
1800	COMMUNICATIONS	1,282,300	297,378	23.2%
	<b>TOTAL ADMINISTRATION</b>	<b>\$ 15,902,900</b>	<b>\$ 5,842,880</b>	<b>36.7%</b>
<b>LEADERSHIP AND LEARNING</b>				
2050	LEADERSHIP AND LEARNING	4,008,700	1,709,069	42.6%
2059	OFFICE OF INNOVATION	760,500	165,084	21.7%
2060	STUDENT SUPPORT SERVICES	1,356,100	520,247	38.4%
2109	FEDERAL PROGRAMS AND GRANTS	289,200	95,635	33.1%
2112	CENTRAL SCHOOL COUNSELING SERVICES	373,700	109,311	29.3%
2125	IN-SCHOOL SUSPENSION	1,323,800	319,923	24.2%
2126	HOMEBOUND PROGRAM - REGULAR EDUCATION	166,600	31,848	19.1%
2132	DRUG/ALCOHOL EDUCATION PROGRAM	20,000	-	0.0%
2136	GIFTED/TALENTED PROGRAM	2,594,600	1,074,586	41.4%
2137	ADVANCED ACADEMICS	1,043,800	526,093	50.4%
2160	PSYCHOLOGICAL SERVICES	4,556,900	1,852,274	40.6%
2170	RESEARCH, ASSESSMENT, AND EVALUATION	2,232,600	405,509	18.2%
2171	CENTRAL LIBRARY INFORMATION SERVICES	832,100	376,352	45.2%
2174	INFORMATION MANAGEMENT AND DECISION SUPPORT	4,332,800	1,711,013	39.5%
2178	INFORMATION TECHNOLOGY	12,307,700	4,802,336	39.0%
2180	TEXTBOOKS	5,813,100	4,494,409	77.3%
2200	DISTRICT STAFF DEVELOPMENT	2,514,500	798,289	31.7%
2203	LEARNING TECHNOLOGY	2,877,200	1,642,548	57.1%
2215	PRINCIPAL LEADERSHIP ACADEMY	140,000	140,000	100.0%
2232	LITERACY PROGRAM	2,679,800	573,924	21.4%
2240	SUPPLEMENTARY TEACHER PAY	94,900	216,611	228.3%
2282	STEM (SCIENCE TECHNOLOGY ENGINEERING MATHEMATICS)	259,600	72,113	27.8%
2307	ROTC TEACHING PROGRAM	571,100	183,932	32.2%
2310	PRINCIPALS	48,257,300	21,199,457	43.9%
2311	COUNSELING SERVICES	16,246,200	5,848,725	36.0%
2312	LIBRARY SERVICES	12,238,600	4,567,191	37.3%
2313	SUBSTITUTES - REGULAR/CTE	7,397,300	2,601,579	35.2%
2314	HEALTH SERVICES	4,937,900	1,534,106	31.1%
2315	SUBSTITUTES - SPECIAL EDUCATION	1,044,300	258,789	24.8%
2316	SCHOOL FUNDING ALLOCATION	4,135,300	2,608,544	63.1%
2320	REGULAR TEACHING	277,232,100	114,847,195	41.4%
2321	PRE-K INSTRUCTION	5,346,700	1,908,873	35.7%
2322	CLASSROOM PREPARATION DAY	665,200	662,751	99.6%
2323	ENGLISH LANGUAGE LEARNER - SUPERVISION	1,583,500	737,286	46.6%
2324	ENGLISH LANGUAGE LEARNER	14,420,100	3,819,097	26.5%
2328	PRE-K MODEL CENTERS	5,070,900	1,863,185	36.7%
2332	SMALLER LEARNING COMMUNITIES (SLC)	464,000	248,297	53.5%
2336	VANDERBILT MATH & SCIENCE PROGRAM	750,000	348,396	46.5%
2350	MUSIC MAKES US	714,000	223,738	31.3%
2371	CAMPUS SUPERVISORS	3,511,200	1,132,200	32.2%
2395	HOMEWORK HOTLINE	80,000	39,262	49.1%
2505	CAREER & TECHNICAL EDUCATION SUPERVISION	295,600	121,038	40.9%

**Metropolitan Nashville Public Schools**  
**General Purpose Fund #35131**  
**Expenditures by Function**  
**For the Fiscal Year Ending June 30, 2016**

Function #	Function Name	FY2016 Budget	FY2016 YTD Actuals @ Nov 30 2015	% Spent
2520	CAREER & TECHNICAL EDUCATION	7,524,000	3,427,705	45.6%
2555	METROPOLITAN GOVERNMENT IT CHARGES	1,621,500	690,250	42.6%
2600	ALTERNATIVE LEARNING PROGRAMS	3,072,200	1,240,172	40.4%
2650	NON-TRADITIONAL SCHOOLS	7,804,700	3,137,958	40.2%
2700	OPENING NEW SCHOOLS	1,727,300	498,648	28.9%
2710	STUDENT ASSIGNMENT PLAN	5,581,000	1,378,069	24.7%
2711	SPECIAL EDUCATION GUIDANCE	156,600	62,650	40.0%
2805	SPECIAL EDUCATION SUPERVISION	1,017,000	531,671	52.3%
2810	SPECIAL EDUCATION PRINCIPALS	638,500	280,666	44.0%
2820	SPECIAL EDUCATION TEACHING	70,040,200	25,835,736	36.9%
2999	CAREER LADDER	1,500,000	3,851	0.3%
	<b>TOTAL LEADERSHIP AND LEARNING</b>	<b>\$ 556,222,500</b>	<b>\$ 223,478,190</b>	<b>40.2%</b>
<b>ATTENDANCE AND SOCIAL SERVICES</b>				
3100	ATTENDANCE SERVICES	357,200	144,774	40.5%
3210	CLUSTER BASED STUDENT SUPPORT	5,683,900	2,095,729	36.9%
3250	FAMILY & COMMUNITY SERVICES	1,888,600	591,177	31.3%
3260	COMMUNITY ACHIEVES	1,195,100	381,027	31.9%
	<b>TOTAL ATTENDANCE AND SOCIAL SERVICES</b>	<b>\$ 9,124,800</b>	<b>\$ 3,212,708</b>	<b>35.2%</b>
<b>TRANSPORTATION</b>				
4110	TRANSPORTATION SUPERVISION	3,156,800	1,551,282	49.1%
4120	STOCKROOM	133,000	84,537	63.6%
4130	OPERATION OF SCHOOL BUSES	12,863,400	4,248,974	33.0%
4131	OPERATION OF SPECIAL EDUCATION BUSES	6,707,300	3,283,386	49.0%
4136	SUPPORT BUS DRIVERS	624,200	59,119	9.5%
4137	BUS MONITORS	5,495,600	2,483,191	45.2%
4160	MAINTENANCE OF VEHICLES	4,554,100	2,763,785	60.7%
4319	MTA BUS PASSES	767,700	79,368	10.3%
	<b>TOTAL TRANSPORTATION</b>	<b>\$ 34,302,100</b>	<b>\$ 14,553,643</b>	<b>42.4%</b>
<b>OPERATION OF PLANT</b>				
5120	PORTABLE MOVING	455,000	503,526	110.7%
5212	CUSTODIAL AND CARE OF GROUNDS	20,730,800	10,046,569	48.5%
5220	UTILITY SERVICES, NATURAL GAS	3,326,000	354,294	10.7%
5230	UTILITY SERVICES, WATER & SEWER	2,965,900	1,250,698	42.2%
5240	UTILITY SERVICES, ELECTRICITY	22,722,300	8,621,642	37.9%
5250	UTILITY SERVICES, TELEPHONES	1,317,000	394,444	30.0%
5260	UTILITY SERVICES, WASTE DISPOSAL	925,100	325,074	35.1%
5280	RADIO TRANSMISSION	321,200	157,539	49.0%
5315	FIXED ASSET AND INVENTORY CONTROL	3,169,600	1,442,970	45.5%
5320	DELIVERY & MAIL SERVICES	676,500	235,910	34.9%
5325	SAFETY AND SECURITY	2,697,200	1,020,076	37.8%
5326	ATHLETIC EVENT SECURITY	605,000	179,630	29.7%
	<b>TOTAL OPERATION OF PLANT</b>	<b>\$ 59,911,600</b>	<b>\$ 24,532,374</b>	<b>40.9%</b>
<b>MAINTENANCE OF BUILDINGS</b>				
6110	MAINTENANCE SUPERVISION	684,600	159,570	23.3%
6120	CONSTRUCTION SUPERVISION	547,500	217,249	39.7%
6300	MAINTENANCE OF FACILITIES	18,514,800	7,507,659	40.5%
	<b>TOTAL MAINTENANCE OF BUILDINGS</b>	<b>\$ 19,746,900</b>	<b>\$ 7,884,479</b>	<b>39.9%</b>
<b>FIXED CHARGES</b>				
7130	UNEMPLOYMENT COMPENSATION	500,000		0.0%
7210	RENTAL LAND AND BUILDING	56,100	23,361	41.6%
7311	RETIREEES GROUP INSURANCE-CERTIFICATED	21,125,000	8,954,543	42.4%
7315	EMPLOYEE DEATH BENEFITS	74,000	35,083	47.4%
7316	EMPLOYEE INJURIES ON THE JOB REIMBURSEMENT	3,110,500	1,555,250	50.0%
7318	RETIREMENT SICK LEAVE PAY-CERTIFICATED	1,830,100	151,626	8.3%
7319	RETIREMENT SICK LEAVE PAY-SUPPORT	208,100	83,917	40.3%
7320	BUILDINGS AND CONTENTS INSURANCE	947,600	473,800	50.0%

**Metropolitan Nashville Public Schools  
General Purpose Fund #35131  
Expenditures by Function  
For the Fiscal Year Ending June 30, 2016**

<b>Function #</b>	<b>Function Name</b>	<b>FY2016 Budget</b>	<b>FY2016 YTD Actuals @ Nov 30 2015</b>	<b>% Spent</b>
7321	BOILER & ELEVATOR INSPECTION	80,000	31,115	38.9%
7325	INSURANCE RESERVE	14,700	6,187	42.1%
7340	LIABILITY INSURANCE	1,290,600	682,023	52.8%
7499	GUARANTEED PENSION PAYMENT	4,285,000	1,785,417	41.7%
7777	PROPERTY TAX REFUND	6,027,900	-	0.0%
7900	LEGAL SERVICES	192,000	96,000	50.0%
	<b>TOTAL FIXED CHARGES</b>	<b>\$ 39,741,600</b>	<b>\$ 13,878,322</b>	<b>34.9%</b>
<b>ADULT AND COMMUNITY SERVICES</b>				
8119	DISTRICT DUES	76,100	68,858	90.5%
8320	ADULT EDUCATION PROGRAM	363,700	153,763	42.3%
	<b>TOTAL ADULT AND COMMUNITY SERVICES</b>	<b>\$ 439,800</b>	<b>\$ 222,621</b>	<b>50.6%</b>
	<b>OPERATING TRANSFER TO CHARTER SCHOOLS FUND</b>	<b>\$ 73,008,000</b>	<b>\$ 29,317,450</b>	<b>40.2%</b>
	<b>REIMBURSABLE PROJECTS</b>	<b>\$ 1,599,800</b>	<b>\$ 1,119,373</b>	<b>70.0%</b>
	<b>GRAND TOTAL:</b>	<b>\$ 810,000,000</b>	<b>\$ 324,042,041</b>	<b>40.0%</b>



**To:** MNPS Board of Education  
**From:** Fred Carr, Chief Operating Officer  
**Date:** January 7, 2016  
**Subject:** MNPS Driver Shortage Update

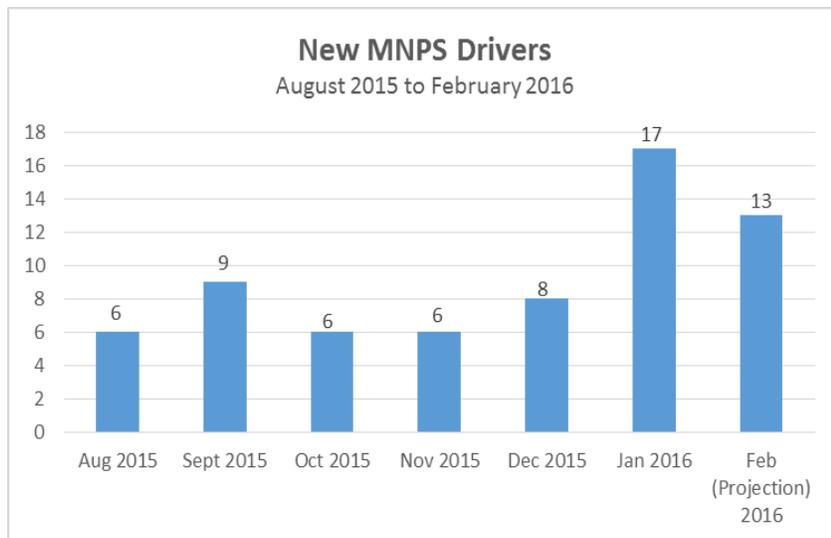
This memo contains an update on the bus driver shortage facing Metro Nashville Public Schools and steps being taken to continue mitigating the situation and ensure students arrive at schools safely and on-time.

**Driver Compensation Plan**

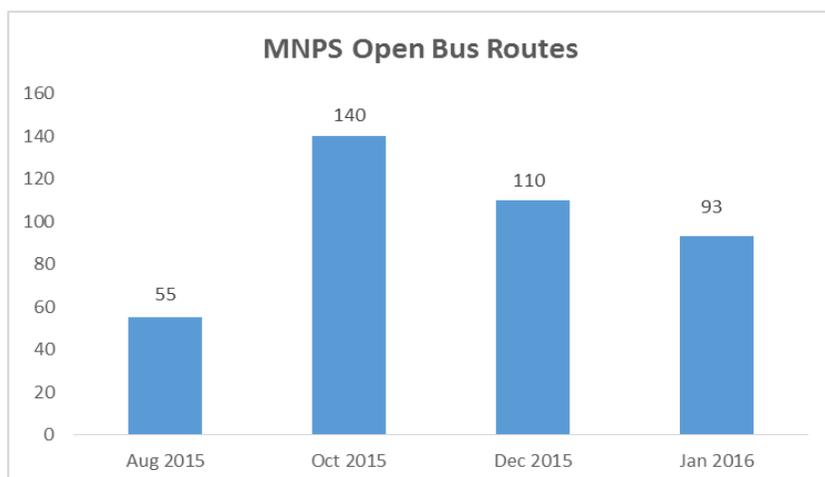
The reaction to the new driver compensation plan released on December 3, 2015 has been very positive. Drivers continue to share their feelings of appreciation and thankfulness for being recognized as a valuable team member in supporting the MNPS vision and mission. The attendance bonus has already produced positive results in bus driver attendance.

**Driver Numbers**

During the holidays, drivers who left the district earlier in year are starting to return back to MNPS because of the new compensation plan. We have almost 60 drivers in various stages of the employment process (background check/fingerprinting, drug testing and training). The new driver counts and open bus routes are shown here on the right. In addition, School Bus Consultants temporary staffing will have approximately 50-60 drivers (retired drivers, policeman and firemen) available to MNPS on an as needed basis.



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To: MNPS Board of Education  
From: Susan Thompson, CO of Human Resources and Talent Services  
Date: January 5, 2016  
Re: Substitute Teachers

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This memo provides an update to the Board on substitute teachers. Please reach out with any questions.

#### *RFP Process*

Vendor proposals have been reviewed and scored by the committee. Vendor demonstrations will take place in the board room. Dates and times are as follows:

- 12:00 p.m., Thursday, January 14 – TeacherMatch
- 8:30 a.m., Friday, January 15 – Appleton
- 9:00 a.m., Tuesday, January 26 – Aesop (Frontline)
- 8:30 a.m., Friday, January 29 - WillSub

Since our last report, we upgraded SmartFind to version 2.5. The migration to the new version happened during the winter break and goes live January 6.

#### *Recruitment*

First semester of the 15-16 school year, we hired 95% of the total number of substitutes that we hired for the entire 2014-2015 school year. There are currently 448 additional substitute applicants who have applied to a substitute vacancy using the online applicant tracking system. We have and will continue following up with these candidates regarding next steps in the application process for onboarding this spring.

#### *Teacher Absenteeism*

We ended the semester with a substitute teacher fill rate of 76.7%. First semester, there were 40,380 total substitute teacher requests and 9,898 support employee requests (secretaries, etc.) made for the following reasons:

- Sick leave – self (56%)
- Vacancies in the school (27%)
- Professional leave (18%)
- Sick leave – family (13%)
- Personal leave (9%)
- Bereavement (1%)