



AMENDED AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION

2601 Bransford Avenue, Nashville, TN 37204

Regular Meeting – March 29, 2016 - 5:00 p.m.

Sharon Dixon Gentry, EdD, Chair

TIME

- | | | | |
|------|------|---|--------|
| 5:00 | I. | <u>CONVENE and ACTION</u> <ul style="list-style-type: none">A. Establish QuorumB. Pledge of Allegiance | |
| 5:05 | II. | <u>AWARDS AND RECOGNITIONS</u> <ul style="list-style-type: none">A. Inaugural Governor's Academy for School Leadership Fellows<ul style="list-style-type: none">a. Beatriz Salgado – Overton High School Assistant PrincipalB. Class AA Mr. Basketball<ul style="list-style-type: none">a. Bo Hodges – Maplewood High SchoolC. National Board Certified Teachers | GP-3 |
| 5:15 | III. | <u>AND THE GOOD NEWS IS...</u> <ul style="list-style-type: none">A. The Hillsboro Players "Godspell" | GP-3.1 |
| 5:20 | IV. | <u>GOVERNANCE ISSUES</u> <ul style="list-style-type: none">A. Actions<ul style="list-style-type: none">1. Consent<ul style="list-style-type: none">a. Recommended Award of Contract for Mechanical, Plumbing, and Electrical Engineering Services at Various Schools – Krell Engineeringb. Recommended Award of Contract for Architectural Services for Classroom Expansion at Casa Azafran Early Learning Center – Allard Ward Architectsc. Recommended Award of Contract for New Tusculum Elementary School – R. G. Anderson Companyd. Recommended Approval of Change Order #6 for Stratford STEM Magnet School Renovations – Messer Construction Companye. Recommended Approval of Change Order #4 for Joelton Middle School Additions and Renovations – SouthLand Constructorsf. Recommended Approval of Request #15 for Purchase of Furniture (Overton High School Additions and Renovations) – Guy Brown Interiors (GBI)g. Awarding of Purchases and Contracts<ul style="list-style-type: none">(1) Awardees from Invitation to Bid (ITB) #B16-26 for concrete sidewalk demolition and installation(2) Blackboard, Inc.(3) Brightbytes, Inc.(4) Catapult Learning LLC(5) Council of the Great City Schools(6) Dell Marketing LLC(7) Demand Mechanical(8) Environmental Rating Scales Inc.(9) Insight Education(10) Jarrett Builders, Inc.(11) McCarthy, Jones & Woodard, LLC(12) Nashville Freedom School(13) Rush Trucking Center - Nashville(14) S&H Computers, Inc. | GP-8.3 |

- (15) Total Mechanical Solutions LLC
- (16) TMP Services
- (17) The Verdin Company
- h. CTE Textbook Adoptions

2. ASD Moratorium Resolution

5:30 V. REPORTS

- A. Director's Report
 - 1. Legislative Update
 - 2. Proposed Haywood/Norman Binkley Rezoning
 - 3. Teacher Compensation
- B. Committee Reports
 - 1. Budget, Finance, and Capital Needs
- C. Board Chairman's Report
 - 1. Announcements
 - 2.

6:30 VI. WRITTEN INFORMATION TO THE BOARD (not for discussion)

- A. Sales Tax Collections as of March 20, 2016
- B. Fiscal Year 2015-2016 Operating Budget Financial Reports
- C. Priority Schools Update
- F. Upcoming Committee Meetings
 - 1. Budget, Finance, and Capital Needs at 4:00 p.m. on 4/05/16
 - 2. Governance at 5:00 p.m. on 4/05/16
 - 3. Budget, Finance, and Capital Needs at 3:30 p.m. on 4/12/16

6:30 VII. ADJOURNMENT

GP-2.6

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

a. RECOMMENDED AWARD OF CONTRACT FOR MECHANICAL, PLUMBING, AND ELECTRICAL ENGINEERING AT VARIOUS SCHOOLS – KRELL ENGINEERING

We are requesting a five-year contract with Krell Engineering to perform Mechanical, Plumbing, and Electrical Engineering services for various projects as determined by Metro Schools.

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

It is recommended that this contract be approved.

Legality approved by Metro Department of Law.

FUNDING: Various funds used depending on project

DATE: March 29, 2016

b. RECOMMENDED AWARD OF CONTRACT FOR ARCHITECTURAL SERVICES FOR CLASSROOM EXPANSION AT CASA AZAFRAN EARLY LEARNING CENTER – ALLARD WARD ARCHITECTS

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 Casa Azafran Classroom Expansion.

PROJECT:	FIRM:	AMOUNT:
Casa Azafran Classroom Expansion	Allard Ward Architects	\$11,688

It is recommended that this contract be approved.

Legality approved by Metro Department of Law.

FUNDING: 45016.80405916

March 29, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. RECOMMENDED AWARD OF CONTRACT FOR NEW TUSCULUM ELEMENTARY SCHOOL – R.G. ANDERSON COMPANY

Bid Date: March 17, 2016

Bid Time: 3:00 PM

Architect: Binkley Garcia Architecture

Bidder:	Base Bid:
R. G. Anderson Company	\$14,793,000
Southland Constructors	\$15,675,000
Messer Construction	\$16,775,000
Bomar Construction Company, Inc.	\$17,185,000

Projects recently successfully completed:

- Antioch Middle School Renovations
- Isaac Litton Middle School Renovations & Additions
- Oliver Middle School

It is recommended that this contract be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80405015

DATE: March 29, 2016

d. RECOMMENDED APPROVAL OF CHANGE ORDER #6 FOR STRATFORD STEM MAGNET SCHOOL RENOVATIONS – MESSER CONSTRUCTION COMPANY

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

1. Rock and unsuitable soils excavation at the track and football field

\$130,000
Total: \$130,000

It is recommended that this change order be approved.

Legality approved by Metro Department of Law

FUNDING: 45013.80405513

Date: March 29, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

e. RECOMMENDED APPROVAL OF CHANGE ORDER #4 FOR JOELTON MIDDLE SCHOOL ADDITIONS AND RENOVATIONS – SOUTHLAND CONSTRUCTORS

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

1. Change glazing in Girl's Bathroom window to obscure glass	\$ 3,165.24
2. Install sidewalk from Gym to last classroom wing	\$ 8,929.82
3. Restripe existing paving at Service Entry	\$ 5,917.43
4. Repair and repaint GYMNASIUM sign at Entry	\$ 947.30
5. Repair damaged existing Roof Deck	\$ 297.76
6. Furnish and install under counter acid dilution containers	\$19,076.31
7. Install new mailbox	\$ 876.70
8. Prep and paint Stage walls	\$ 4,985.33
9. Rewire existing circuits in Gym	\$ 2,571.81
10. Furnish and install three additional pipe bollards	\$ 3,135.19
11. Install projection screen furnished by Owner in Library	\$ 797.61
Total	\$ 50,700.50
Remaining Contingency	\$ 38,978.00
Total Change Order	\$ 11,722.50

It is recommended that this change order be approved.

Legality approved by Metro Department of Law

FUNDING: 45013.80404813

Date: March 29, 2016

f. RECOMMENDED APPROVAL OF REQUEST #15 FOR PURCHASE OF FURNITURE (OVERTON HIGH SCHOOL ADDITIONS AND RENOVATIONS) – GUY BROWN INTERIORS (GBI)

We are requesting approval to issue a purchase order for Furniture at Overton High School in the amount of \$199,686.54.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45016.80406816

DATE: March 29, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Awardees from MNPS Invitation to Bid (ITB) #B16-19

SERVICE/GOODS: Concrete sidewalk demolition and installation at various MNPS schools. Awardees are:

- D. Nickell Company
- J R Construction
- JR Mudslinger Construction

TERM: March 30, 2016 through June 30, 2021

FOR WHOM: Selected MNPS schools

COMPENSATION: Total compensation under these contracts is not to exceed \$1,500,000.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality of services and responsiveness.

MBPE CONTRACT NUMBER: Pending

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Blackboard, Inc.

SERVICE/GOODS: Eleventh amendment to the contract, increasing compensation to cover the annual renewal of the Learning Management System (LMS) base services, and charges for installation and first-year license of Authentica DataSense, a software tool that allows sharing of data between multiple MNPS applications.

TERM: September 1, 2011 through August 31, 2016

FOR WHOM: All MNPS teachers and educational staff

COMPENSATION: This amendment increases compensation under the contract by \$395,000 (\$345,000 for base services annual license, \$35,000 for Authentica annual license, and \$15,000 for Authentica installation).

Total compensation under this contract is not to exceed \$1,181,538.

OVERSIGHT: Leadership and Learning – Instructional Technology

EVALUATION: Functional quality of products and services provided.

MBPE CONTRACT NUMBER: 2-783180-02A11

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: BrightBytes, Inc.

SERVICE/GOODS: Hosted software that uses age-specific questionnaires and surveys (5 to 15 minutes duration each) to measure the impact of technology on students and teachers to identify areas of opportunity, success, and actionable improvement steps.

TERM: March 30, 2016 through March 29, 2019

FOR WHOM: All MNPS students and teachers

COMPENSATION: License fee is \$113,875 per year.
Total compensation under this contract is not to exceed \$341,625.

OVERSIGHT: Leadership and Learning - Instructional Technology

EVALUATION: Based on the accuracy and usefulness of the feedback provided by the program.

MBPE CONTRACT NUMBER: 2-246617-00

SOURCE OF FUNDS: Operating Budget

g. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: Catapult Learning, LLC

SERVICE/GOODS: Ninth amendment to the contract, extending the term and increasing compensation for services in both the current and the 2016-2017 school years. Contractor provides the Title I services of supplementary instruction and professional development to eligible non-public schools in Davidson County.

TERM: August 1, 2012 through July 31, 2017

FOR WHOM: Students at eligible non-public schools in Davidson County

COMPENSATION: This amendment increases compensation for the 2015-2016 school year by \$679,861 and increases compensation for the 2016-2017 school year by \$720,000.

OVERSIGHT: Federal Programs

EVALUATION: On-site visits, parent surveys, staff surveys, and state monitoring.

MBPE CONTRACT NUMBER: 2-450537-04A9

SOURCE OF FUNDS: Federal Funds - Title I

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Council of the Great City Schools

SERVICE/GOODS: Contractor is to conduct a *Peer Review* of the MNPS Human Resources and Talent Services Department. The *Peer Review* is a three-day critical examination of organization, procedures and practices, inter-departmental relationships, and effectiveness, conducted by a team of subject matter experts drawn from the national membership of the Council of the Great City Schools.

TERM: March 30, 2016 through December 31, 2016

FOR WHOM: Human Resources and Talent Services

COMPENSATION: Total compensation under this contract is not to exceed \$40,000.

OVERSIGHT: Director of Schools

EVALUATION: Quality and applicability of findings.

MBPE CONTRACT NUMBER: 2-444839-02

SOURCE OF FUNDS: Operating Budget

g. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: Dell Marketing LLC

SERVICE/GOODS: Requisition #127453 for the purchase of Audio Codes equipment that ties local servers and phones to be able to make phone calls to the outside world. Two units will be installed, one at the MNPS Central Office and the other at the Martin Center. This purchase piggybacks the Metro Nashville Government contract with Dell Marketing LLC.

TERM: March 30, 2016 through June 30, 2016

FOR WHOM: All MNPS

COMPENSATION: Total purchase is not to exceed \$38,814.70.

OVERSIGHT: Technology and Information Services

EVALUATION: Quality of product performance and service responsiveness.

MBPE CONTRACT NUMBER: Metro contract #335070

SOURCE OF FUNDS: Capital Funds - Technology

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: Demand Mechanical

SERVICE/GOODS: Second amendment to the contract, increasing compensation to cover additional needs. Contractor provides HVAC equipment installation, repair, and service.

TERM: August 1, 2013 through June 30, 2018

FOR WHOM: Facility and Grounds Maintenance

COMPENSATION: This amendment increases compensation under the contract by \$200,000.

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

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: 1. Timely and efficient installation and service.
2. Two-hour response time to service requests.
3. Equipment downtime of less than 48 hours.

MBPE CONTRACT NUMBER: 2-795211-00A2

SOURCE OF FUNDS: Capital Funds

g. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: Environmental Rating Scales Inc.

SERVICE/GOODS: Professional Development training on Early Childhood Environment Rating Scales (ECERS).

TERM: March 30, 2016 through June 30, 2017

FOR WHOM: MNPS Pre-K teachers and staff

COMPENSATION: Total compensation under this contract is not to exceed \$39,060.

OVERSIGHT: Leadership and Learning – Pre-K

EVALUATION: Post-training evaluations by attendees.

MBPE CONTRACT NUMBER: 2-182256-00

SOURCE OF FUNDS: Federal Funds – Preschool Expansion Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(9) VENDOR: Insight Education

SERVICE/GOODS: Sixth Amendment to the contract, adding a quality school review for each of the nine MNPS schools serviced under the contract, and facilitation of a *Planning Summit* at which leaders from all participating schools engage in a process to understand the review findings and create a plan for addressing instructional improvement. The *Planning Summit* will be followed by an additional day of Professional Development for the Instructional Leadership Teams.

TERM: July 1, 2013 through June 30, 2017

FOR WHOM: Leadership staff at selected Priority Schools

COMPENSATION: This amendment increases compensation under the contract by \$122,000.

Total compensation under this contract is not to exceed \$298,400.

OVERSIGHT: Federal Programs

EVALUATION: Post-training evaluations by training attendees.

MBPE CONTRACT NUMBER: 2-00564-00A6

SOURCE OF FUNDS: Federal Funds - iZone Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(10) VENDOR: Jarrett Builders, Inc.

SERVICE/GOODS: Requisition #128041 for the purchase of drainage and concrete improvements at H.G. Hill Middle School. This purchase piggybacks the Metro Nashville Government contract with Jarrett Builders, Inc.

TERM: March 30, 2016 through July 31, 2016

FOR WHOM: Students and staff at H.G. Hill Middle School

COMPENSATION: Total purchase is not to exceed \$35,910.60.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality and timeliness of services provided.

MBPE CONTRACT NUMBER: Metro contract #369038

SOURCE OF FUNDS: Capital Funds – School Site Improvements

g. AWARDING OF PURCHASES AND CONTRACTS

(11) VENDOR: McCarthy, Jones & Woodard, LLC

SERVICE/GOODS: Second amendment to the contract, increasing compensation for additional product purchases in the 2015-2016 school year. Contractor provides door hardware (locks, hinges, etc.).

TERM: July 25, 2015 through June 30, 2020

FOR WHOM: Facility and Grounds Maintenance

COMPENSATION: This amendment increases compensation under the contract by \$700,000.

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

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Timeliness of delivery and quality of products purchased.

MBPE CONTRACT NUMBER: 2-00645-00A2

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(12) VENDOR: Nashville Freedom School

SERVICE/GOODS: First amendment to the contract, increasing compensation to pay for one Freedom School during the summer of 2016. Contractor helps increase literacy, self-esteem, socio-emotional skills, and a love of learning in children in grades K-12. The target audience is children who otherwise may not have access to books and educational enhancement programs during the summer, particularly children from low-income and at-risk communities. The goal is to reduce summer learning loss, which disproportionately impacts low-income children. The program is named for Freedom Schools developed in Mississippi during Freedom Summer 1964 in the Civil Rights Era.

TERM: May 27, 2015 through July 31, 2018

FOR WHOM: MNPS students selected to attend the Freedom School

COMPENSATION: This amendment increases compensation under the contract by \$50,000.

Total compensation under this contract is not to exceed \$160,000.

OVERSIGHT: Support Services

EVALUATION: Based upon timeliness and quality of experience for the students attending.

MBPE CONTRACT NUMBER: 2-180572-00A1

SOURCE OF FUNDS: Federal Funds – Twentieth Century Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(13) VENDOR: Rush Truck Center - Nashville

SERVICE/GOODS: Requisition #128117 for the purchase of bus parts. This purchase piggybacks the BuyBoard contract with Rush Truck Center.

TERM: March 30, 2016 through June 30, 2016

FOR WHOM: Transportation

COMPENSATION: Total purchase is not to exceed \$40,000.

OVERSIGHT: Transportation

EVALUATION: Quality of parts and services provided.

MBPE CONTRACT NUMBER: BuyBoard contract #430-13

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(14) VENDOR: S&H Computers, Inc.

SERVICE/GOODS: Fifth amendment to the contract, extending the term and increasing compensation for services through the 2016-2017 school year. Services provided by the Contractor include:

A. Miscellaneous Duties and Responsibilities:

1. Maintain and enhance the Student Assignment Services (SAS) database. The data for the SAS database is currently housed in a Microsoft SQL server which the Contractor established.
2. Other various duties as requested by MNPS.

B. MNPS Student Assignment Selection Process:

1. Conduct all activities necessary for the random selection process (formally called Lottery), which selects students for admission to the fall application schools.

C. Charter School Support:

1. Conducts all activities necessary for the random selection process which selects students for admission to Charter Schools.
2. Provide SAS system user support for Charter School staff. This support does not include standard IT support not related to the SAS system.

TERM: April 11, 2012 through April 10, 2017

FOR WHOM: All MNPS, including Charter Schools

COMPENSATION: This amendment increases total compensation under the contract by \$105,000.

Total compensation for this contract is not to exceed \$494,000.

OVERSIGHT: Student Assignment

EVALUATION: Contractor performance will be evaluated based on the successful completion of services as outlined in Contractor's proposal.

MBPE CONTRACT NUMBER: 2-426491-00A5

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(15) VENDOR: Total Mechanical Solutions LLC

SERVICE/GOODS: First amendment to the contract, increasing compensation for additional services during the 2015-2016 school year. Contractor provides HVAC and Plumbing installation, repair, and service.

TERM: August 26, 2015 through August 25, 2020

FOR WHOM: Facility and Grounds Maintenance

COMPENSATION: This amendment increases compensation under the contract by \$500,000.

Total compensation under this contract is not to exceed \$650,000.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: 1. Timely and efficient installation and service.
2. Two-hour response time to service requests.
3. Equipment downtime of less than 48 hours.

MBPE CONTRACT NUMBER: 2-00652-00A1

SOURCE OF FUNDS: Capital Funds

g. AWARDING OF PURCHASES AND CONTRACTS

(16) VENDOR: TMP Services

SERVICE/GOODS: Requisition #128051 for the purchase of ramp materials supporting ADA compliance of MNPS Portables at nine district locations. This purchase piggybacks the BuyBoard contract with TMP Services.

TERM: March 30, 2016 through July 31, 2016

FOR WHOM: Selected MNPS schools

COMPENSATION: Total purchase is not to exceed \$48,292.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality of products and timeliness of delivery.

MBPE CONTRACT NUMBER: BuyBoard contract #463-14

SOURCE OF FUNDS: Capital Funds – School Site Improvements

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

(17) VENDOR: The Verdin Company

SERVICE/GOODS: Repair of clock mechanisms and shafts, and replacement of any missing numbers or lines on the West End Middle School Tower Clock. This contract was awarded from MNPS Invitation to Bid (ITB) #B16-26.

TERM: March 30, 2016 through June 30, 2019

FOR WHOM: Students and staff at West End Middle School

COMPENSATION: Total compensation under this contract is not to exceed \$29,120.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality and timeliness of repair services.

MBPE CONTRACT NUMBER: 2-178495-00A1

SOURCE OF FUNDS: Capital Funds

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Mechatronics I
 - Industrial Automated Systems Instrumental and Motion Control, Delmar/Cengage, 2011

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed James Anderson, Luke Sprague, and Gaye Martin reviewed textbooks of which we are seeking approval.

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Principles of Cosmetology
 - Milady Standard Cosmetology, Cengage Learning, 2016
- Course: Design Principles of Cosmetology
 - Milady Standard Professional Barbering, Cengage Learning, 2011

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Sonja Colquitt, Doris Thomas, and Donna Gilley** reviewed textbooks of which we are seeking approval.

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Computer Systems
 - Computer Service and Repair, Goodheart-Willcox, 2015
- Course: Networking
 - Networking Fundamentals, Goodheart-Willcox, 2012

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Pam Honarvar, Max Kuhlman, and Phillip Glidewell** reviewed textbooks of which we are seeking approval.

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Information Tech Foundation
 - Principles of Information Technology, Goodheart-Willcox, 2017
- Course: Programming and Logic I
 - CompuScholar Programming
- Course: Programming and Logic II
 - CompuScholar Programming
- Course: AP Computer Science
 - Java Programming, Cengage, 2012

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Brent Sanderson, Ashley Ross, and Roger Osborne** reviewed textbooks of which we are seeking approval.

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Introduction to Human Studies
 - Introduction to Human Studies, Goodheart-Willcox, 2017
- Course: Lifespan Development
 - Lifespan Development, Goodheart-Willcox, 2014
- Course: Family Studies
 - Families and Their Social Worlds, Pearson, 2012

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Leslie Camacho, Alicia King, and Mary Ann Remsen** reviewed textbooks of which we are seeking approval.

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Teaching as a Profession I
 - Teaching, Goodheart-Willcox, 2016
- Course: Teaching as a Profession II
 - Introduction to Teaching, Pearson, 2014
- Course: Teaching as a Profession III
 - School: An Introduction to Education, Cengage, 2014

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Stephanie Patterson, Carrie Ott, and Gaye Martin** reviewed the textbooks of which we are seeking approval.

For Consent Agenda for next Board meeting:

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook not on MNPS contract:

- Course: Web Design Foundations
 - Web Design CompuScholar, CompuScholar
- Course: Web Site Development
 - HTML5 and CSS3, Cengage, 2016

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Pam Honarvar, Max Kuhlman, and Phillip Glidewell** reviewed the textbooks of which we are seeking approval.

Resolution

Metropolitan Nashville Davidson County Board of Public Education Nashville, Tennessee

A RESOLUTION CALLING FOR A MORATORIUM ON SCHOOL TAKEOVERS BY THE ACHIEVEMENT SCHOOL DISTRICT

WHEREAS, the State of Tennessee (State) has acknowledged the botched implementation of the TNReady assessment system and the lack of confidence in TNReady among students, parents, educators, administrators and school board members across the Volunteer State; and

WHEREAS, the Tennessee General Assembly has unanimously approved legislation giving teachers the option of excluding TNReady data from their evaluations; and

WHEREAS, Vanderbilt University research has determined that the effects of the State-run Achievement School District (ASD) on student achievement are marginal when compared with locally led efforts by the Shelby County Innovation Zone (iZone), which Metro Nashville Public Schools may emulate; and

WHEREAS, the ASD has cherry-picked the schools that it takes over, as evidenced by the 2014 hostile takeover of Neelys Bend Middle School, which already was turning around based on State testing data; and

WHEREAS, the ASD has declined to take over the most seriously struggling schools, as evidenced by its unwillingness to intervene in Nashville schools that were on the State's "priority list" longer than Neelys Bend Middle School; and

WHEREAS, if the State believes that exempting teachers from being evaluated based on flawed TNReady data is sound public policy, then it only makes sense to also exempt districts and schools from other high-stakes decisions based on TNReady data, including but not limited to school takeovers by the ASD.

THEREFORE, BE IT HEREBY RESOLVED, the Metropolitan Nashville Board of Public Education (Board) respectfully requests that the State place a moratorium on school takeovers by the ASD based on the botched implementation of the TNReady assessment system and the general lack of confidence in TNReady; and

BE IT FURTHER RESOLVED, the Board asks the State to abolish the ASD in its current form and replace it with a turnaround model that resembles the Shelby County iZone, which would be in keeping with the State's original vision for the ASD, and then return turnaround schools as soon as practicable to the control of local education agencies (LEAs); and

BE IT FURTHER RESOLVED, the Board asks the State to immediately commit significant resources to support school turnaround efforts in urban LEAs, based on the recognized successes of the Shelby

County iZone, and abandon the incremental one-grade-at-a-time conversions to charter schools, which have proven to be ineffective relative to the Shelby County iZone's approach; and

BE IT FURTHER RESOLVED, this resolution shall be transmitted to Governor Bill Haslam, Senate Speaker Ron Ramsey, House Speaker Beth Harwell, Education Commissioner Candice McQueen, and members of the General Assembly.

Adopted this day, Tuesday, March 29, 2016.

MNPS Legislative Report

March 29, 2016

Robert Gowan
Elizabeth Millsaps
Hank Clay

Budget/BEP

The Governor's 2016-17 budget proposal includes these improvements for K-12:

- \$100 million for teacher salaries
- Nearly \$30 million to fund the 12th month of insurance for teachers (from 1992 through SY2014-15 the state only funded 10 months of health insurance for teachers—the 11th month was funded last session)
- Additional \$15 million in state funds for recurring technology investments (the BEP formula has included \$20M for technology since 1992)

Budget/BEP

- Nearly \$20 million to serve high need student populations (ELL and special education students); and
- Almost \$50 million to address enrollment growth and inflationary costs
- Improvements total \$223,065,000
- **MNPS estimated improvement for FY16-17: \$14,675,000**

Budget/BEP

Administration's "BEP Enhancement Act"
SB2565/HB2574 (Norris/McCormick)

- Governor's BEP proposal codifies into law the state's existing method of funding distribution
- Fiscal capacity: 50% CBER/50% TACIR
- State share of salary cost will remain at 70%
- Sets salary component at \$44,430 per teacher
- Eliminates all but 25% of remaining CDF (**Metro will lose at least \$8,785,363 in FY16-17 but net reduction is included in estimated improvement**)

Budget/BEP

Administration's "BEP Enhancement Act"
SB2565/HB2574 (Norris/McCormick)

- Status: approved by Education Committees, advanced to Finance Committees
- Prognosis: will pass with little, if any, change to current language

Vouchers

“Opportunity scholarship” bill SB999/HB1049
(Gardenhire/Dunn)

- Would create a private school voucher program for students in districts with priority schools
- Approved by Senate in 2015
- Has been “on the desk” in the House after being approved by Finance Committee early this session
- **Potential impact on MNPS: would provide local and state BEP funding to students at priority schools to pay for private school tuition**
- Prognosis: bill is 3 to 4 votes short of majority

Charter Schools

Charter school reporting bill SB2514/HB2139
(Gresham/K Brooks)

- As amended in the House would require charter school authorizers (LEAs, ASD and SBOE) to report annually on charter schools':
 - Academic performance
 - Financial data
 - Student data (including attrition rates)

Charter Schools

Charter school reporting bill (continued)

- The Senate amendment designates the SBOE as the oversight authority for all charter school authorizers
- **MNPS impact: MNPS charter school staff already tracks most of the information required by this bill**
- Prognosis: should be approved with House amendment

Charter Schools

Charter school and rural school facilities grant program
SB2506/HB2612 (Gresham/Moody)

- Creates a competitive grant program – up to \$25M per year – for charter school and rural school facility projects
- **MNPS impact: would allow charter schools operated in MNPS district to apply for state grants for facilities and technology**
- Prognosis: bill should pass; FY16-17 appropriation uncertain

Constitutional Amendment

HJR493 by Rep. Dunn

- Proposes to amend the education clause of the Tennessee constitution to specifically state that education policy is to be determined by the General Assembly and not the judiciary
- Resolution needs 50% approval this year and 2/3 approval by the next General Assembly to be placed on the 2018 statewide ballot as a referendum

Constitutional Amendment

- Has been approved by House Education Committee; has not been considered in the Senate
- **MNPS impact: sponsor's intent is to limit court involvement with school funding issues – could impact ability to litigate at the state level for adequate public school funding**
- Prognosis: could win 50% approval this year, but 2/3 in the next General Assembly will be difficult

Assessments/TN Ready

SB2508/HB1419 (Gresham/McCormick)

- Creates a “safe harbor” for use of 2016 TN Ready data for teacher and principal evaluations
- Requires student growth data to be excluded from evaluations if this exclusion results in a higher evaluation score for teachers and principals
- Prognosis: should be approved and signed by the Governor

Achievement School District

Several bills addressing various issues with the operation of the Achievement School District have been referred to a summer study committee, and the Department of Education has indicated that they will bring a comprehensive ASD clean up bill in 2017.

High Quality Pre-K

SB1899/HB1485 (Dickerson/White)

- Ensures that Pre K programs are high quality and coordinated with instruction beyond the Pre K level
- Addresses issues identified in a recent Vanderbilt study
- **MNPS impact: MNPS is the model for the legislation through the Early Learning Centers and Pre K expansion grant**
- Prognosis: approved by Senate and House, should be signed by Governor

Transgender Students Access to Restrooms

SB2387/HB2414 (Bell/Lynn)

- Would require students in public schools and public institutions of higher education to use restrooms and locker rooms that are assigned to persons of the same sex as that shown on the students' birth certificates
- **MNPS impact: could require facility changes and could impact federal funding**
- Prognosis: With a \$1B fiscal note due to Federal Title IX, might get held in House Ed Committee.

Elected Superintendents/ School Calendar

- Several bills that could have allowed for elected school superintendents and mandatory school start dates were introduced this year
- All of these bills are currently off notice or have been defeated in committee

In-State Tuition for Undocumented Students

HB675 by Rep. White would enable undocumented students who meet certain requirements to access Tennessee colleges at in-state rates.

- **MNPS impact: many MNPS students would benefit from this bill, which also has secondary impacts at K-12 level.**
- Prognosis: Passed Senate in 2015, failed by one vote in House. Strategy could be to reconsider bill after candidate filing deadline.

Electronic Participation in Board Meetings

SB1470/HB1488 (Dickerson/Powell)

- **Authorizes the MNPS board of education to conduct meetings by electronic means under the same circumstances as other local boards of education**
- Enacted as PC532

Questions?



STUDENT ASSIGNMENT SERVICES

PROPOSED CHANGES DUE TO POPULATION GROWTH IN THE OVERTON CLUSTER

DRAFT PROPOSAL

MARCH 29, 2016

Mission: Metropolitan Nashville Public Schools will provide every student with the foundation of knowledge, skills and character necessary to excel in higher education, work and life. We embrace and value a diverse student population and community. Different perspectives and backgrounds form the cornerstone of our strong public education system.

Overview:

Haywood Elementary School is overcrowded and the building is at its maximum advisable size. To help alleviate overcrowding, Metropolitan Nashville Public Schools is proposing to rezone a portion of students from Haywood Elementary School to Norman Binkley Elementary School, where MNPS is constructing 15 additional classrooms. The proposed zoning change would go into effect during the 2017-18 school year, which is also when the classroom addition will be complete. To provide consistent middle school feeder patterns, the zone change would also rezone middle school students from McMurray Middle School to Croft Middle School.

MNPS has been meeting with parents and neighbors to communicate the proposed changes as well as to solicit input for the proposed rezoning. This briefing document is to update the School Board on the draft rezoning proposal in addition to detailing the community engagement process. The first draft of the plan will be presented to the MNPS Board of Education on March 29th, 2016. Two additional public meetings for input on the draft proposal are scheduled for April 4th at Haywood Elementary School and April 11th at Norman Binkley. Based on the feedback received at the public meetings, MNPS administration will make adjustments to the plan and schedule a date to present the final recommendations to the Board of Education for approval.

Community Engagement Process:

The goal of this public engagement process was to develop proposed zone lines that relieve overcrowding at Haywood Elementary School, maintain and build diversity in our schools, and incorporate the neighborhood dynamics and future growth. To achieve this goal, the MNPS administration solicited community input prior to drafting the proposed zone lines.

Community engagement meetings prior to developing the draft rezoning proposal:

- Sept. 23, 2015 – Meet with Haywood PTO leadership
- Dec. 7, 2015 – Meet with Crieve Hall PTA leadership
- Dec. 10, 2015 – Meeting with Norman Binkley faculty
- Dec. 10, 2015 – Meeting with Norman Binkley parents
- Jan. 6, 2016 – Meeting with Overton Cluster PAC chair to discuss cluster wide plans including N. Binkley and Haywood.
- Jan. 11, 2016 – Meeting with Crieve Hall faculty
- Jan. 11, 2016 – Presentation at Crieve Hall PTA meeting
- Jan. 13, 2016 – Meeting with McMurray and Croft PTO Leadership
- Jan. 16, 2016 – Caldwell-Abbey Hall Neighborhood Association meeting
- Feb. 4, 2016 – Visioning meeting with Haywood parents
- Feb. 15, 2016 – Meeting with Croft faculty
- Feb. 15, 2016 – Meeting with McMurray faculty
- Feb. 18, 2016 – Visioning meeting with Haywood faculty
- Feb. 18, 2016 – Visioning meeting at Haywood with parents from all four schools
- Feb. 25, 2016 – Attended and presented the proposal at the Crieve Hall Neighborhood Association meeting
- Mar. 10, 2016 – Attended and spoke at Overton Cluster PAC Meeting

- The Communication Office promoted the meetings above by the following means:
 - Maintain MNPS website with fact sheets and power point presentations.
 - Callouts to families at all schools.
 - Social media promotion and prominent website placement.
 - Translated fliers sent home with students at all schools.
 - Translated letters mailed home to all neighbors within a half-mile of Norman Binkley to notify residents of proposed new construction.
 - Notice included in the January newsletter of the Crieve Hall Neighborhood Association.
 - Promoted meetings with Next Door posts and event listings including emails to PTO's.
- The detailed community engagement plan is attached.
- February 18 through March 29, 2016 – The draft rezoning proposal was developed based on input from all stakeholders and received at the visioning meetings. The proposed rezoning would move area 1A from Haywood Elementary to Norman Binkley Elementary and from McMurray Middle to Croft Middle.
- Follow-up zoning and construction meetings will be held at Haywood and Norman Binkley:
 - April 4 – Present the draft zoning proposal to Haywood and McMurray parents.
 - April 11 – Present the draft zoning proposal and construction details to Norman Binkley and Croft parents.
 - Additional zoning meetings can take place, if necessary, to incorporate further parent and community input after the April meetings.

Current Enrollment Conditions and Capital Planning:

The entire school district has experienced significant enrollment growth over the past five years with an increase of almost 8,000 students. During this time, enrollment in the Overton Cluster has grown by 611 students and is projected to grow by an additional 762 students by 2020. This growth has resulted in significant overcrowding at the following elementary schools: Crieve Hall, Haywood, and Tusculum. The three schools currently range from 109% to 135% capacity use and are projected to be 123% to 145% use by 2020. Haywood Elementary School is currently operating at 116% of capacity with 8 portables on site that are used for classrooms and by 2020 Haywood is projected to be 123% of capacity.

Metro Council approved capital funding in June 2015 to help accommodate the district's enrollment growth. The capital budget included funding to build a new Tusculum Elementary School and to purchase land and build a new elementary school within the Overton Cluster. Construction at Tusculum will begin soon and the new facility will open in 2017, the new school will be larger than the current school and will address the need for additional capacity at Tusculum. The original plan also called for the purchase and conversion of a former Lowes building into a new elementary school. Since the plan for a new elementary school at the Lowe's building could not move forward, we have been working to find ways to address the capacity issues that it was designed to resolve.

With construction at Tusculum set to begin this spring, the next priorities are relieving overcrowding at Haywood and Crieve Hall. Haywood is currently 116% capacity and is projected to grow to 123% capacity by 2020. Because Haywood is already at maximum size for an elementary school (755 students), the most obvious solution is to shift the growth to a nearby school that has room to grow. The closest and best option is Norman Binkley. With a 15 classroom addition at Norman Binkley, we can move approximately 150 students from the Haywood zone into Binkley, reducing Haywood to 95% capacity and leaving Norman Binkley at approximately 89% capacity. Essentially, both schools would still have a little room left to grow.

This approach is happening right now near Haywood, with students being rezoned from crowded Paragon Mills into new classrooms being constructed at Glenclyff Elementary. Our plan there is nearly identical to what we are proposing for Haywood and Norman Binkley.

Crieve Hall is currently 109% of capacity and is projected to be 133% of capacity by 2020. The district is planning to add 10 classrooms to meet this growth. The site will not allow for a larger addition and this increase will be filled by projected growth at Crieve Hall.

Once issues at Haywood and Crieve Hall are addressed, we can start looking at the rest of the cluster. South Nashville is still growing, and we still need more capacity at the elementary level. This will likely mean finding land for a new elementary school, and it could involve rezoning for several schools a few years down the road. The current projects will leave the capacity for all but one of the elementary schools close to 800 students, typically the maximum size for an elementary school. Crieve Hall is the only site within the cluster that does not allow for a building over 600 students. So there is plenty more work to be done with elementary capacity in the cluster, and we are looking at every option over the next few years.

Current Enrollment and Capacity

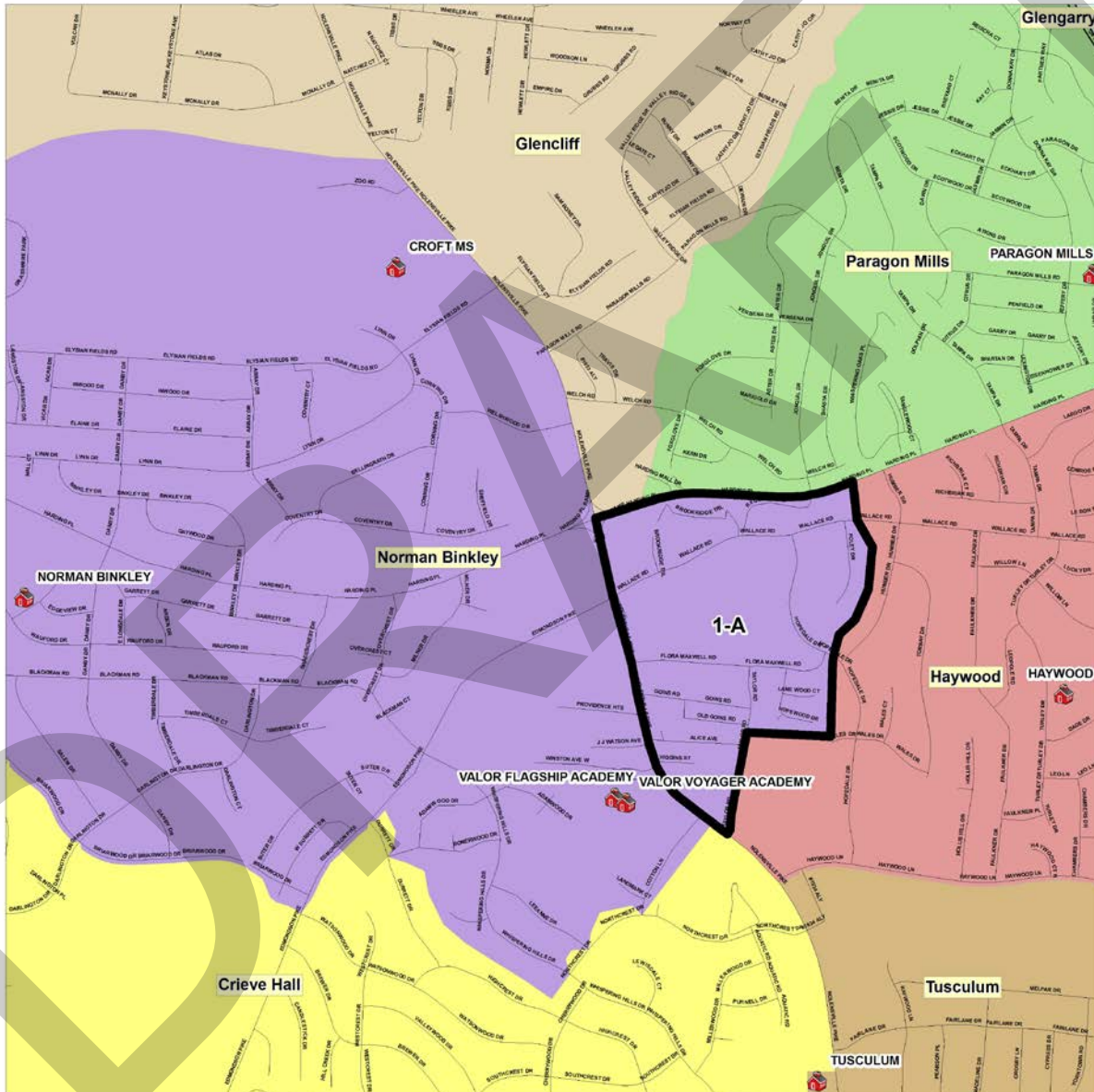
Overton Cluster	Capacity	Oct. 2015-16		Proj. 2020-21	
Crieve Hall Elementary School	413	451	109.2%	550	133.2%
Granbery Elementary School	751	735	97.9%	800	106.5%
Haywood Elementary School	755	872	115.5%	925	122.5%
Shayne Elementary School	808	763	94.4%	815	100.9%
Norman Binkley Elementary School	550	535	97.3%	600	109.1%
Tusculum Elementary School	534	719	134.6%	775	145.1%
Croft Middle Design Center	761	705	92.6%	750	98.6%
McMurray Middle School	788	801	101.6%	900	114.2%
William Henry Oliver Middle School	900	774	86.0%	825	91.7%
John Overton High School	1,746	1,923	110.1%	2,100	120.3%

Proposed Zoning for 2017-18

Area	Grades	From	To
1-A*	K-4	Haywood ES	Norman Binkley ES
1-A**	5-8	McMurray MS	Croft MS

*Grandfathering option for two highest grade levels (rising 3rd and 4th grade).

**The zone change for middle school will be phased in one grade per year. This will allow time to adjust the out of zone enrollment at Croft to handle the additional students. During this transition bus transportation would be provided to both Croft Design Center and McMurray Middle Prep.



Current Enrollment and Capacity

Overton Cluster	Capacity	Oct. 2015-16		Proj. 2020-21	
Crieve Hall Elementary School	413	451	109.2%	550	133.2%
Granbery Elementary School	751	735	97.9%	800	106.5%
Haywood Elementary School	755	872	115.5%	925	122.5%
Shayne Elementary School	808	763	94.4%	815	100.9%
Norman Binkley Elementary School	550	535	97.3%	600	109.1%
Tusculum Elementary School	534	719	134.6%	775	145.1%
Elementary Cluster Totals	3,811	4,075	106.9%	4,465	117.2%
Croft Middle Design Center	761	705	92.6%	750	98.6%
McMurray Middle School	788	801	101.6%	900	114.2%
William Henry Oliver Middle School	900	774	86.0%	825	91.7%
Middle School Cluster Totals	2,449	2,280	93.1%	2,475	101.1%
John Overton High School	1,746	1,923	110.1%	2,100	120.3%
Overton Cluster School Totals	8,006	8,278	103.4%	9,040	112.9%

Enrollment Estimate and Capacity

Overton Cluster	Capacity	Est. 2017-18		Proj. 2020-21	
Crieve Hall Elementary School	579	451	77.9%	550	95.0%
Granbery Elementary School	751	735	97.9%	800	106.5%
Haywood Elementary School	755	718	95.1%	770	102.0%
Shayne Elementary School	808	763	94.4%	815	100.9%
Norman Binkley Elementary School	778	689	88.6%	755	97.0%
Tusculum Elementary School	778	719	92.4%	775	99.6%
Elementary Cluster Totals	4,449	4,075	91.6%	4,465	100.4%
Croft Middle Design Center	761	705	92.6%	750	98.6%
McMurray Middle School	788	732	92.9%	830	105.3%
William Henry Oliver Middle School	900	774	86.0%	825	91.7%
Middle School Cluster Totals	2,449	2,211	90.3%	2,405	98.2%
John Overton High School	2,174	1,923	88.5%	2,100	96.6%
Overton Cluster School Totals	9,072	8,209	90.5%	8,970	98.9%

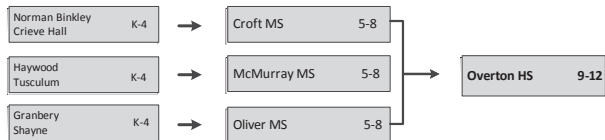
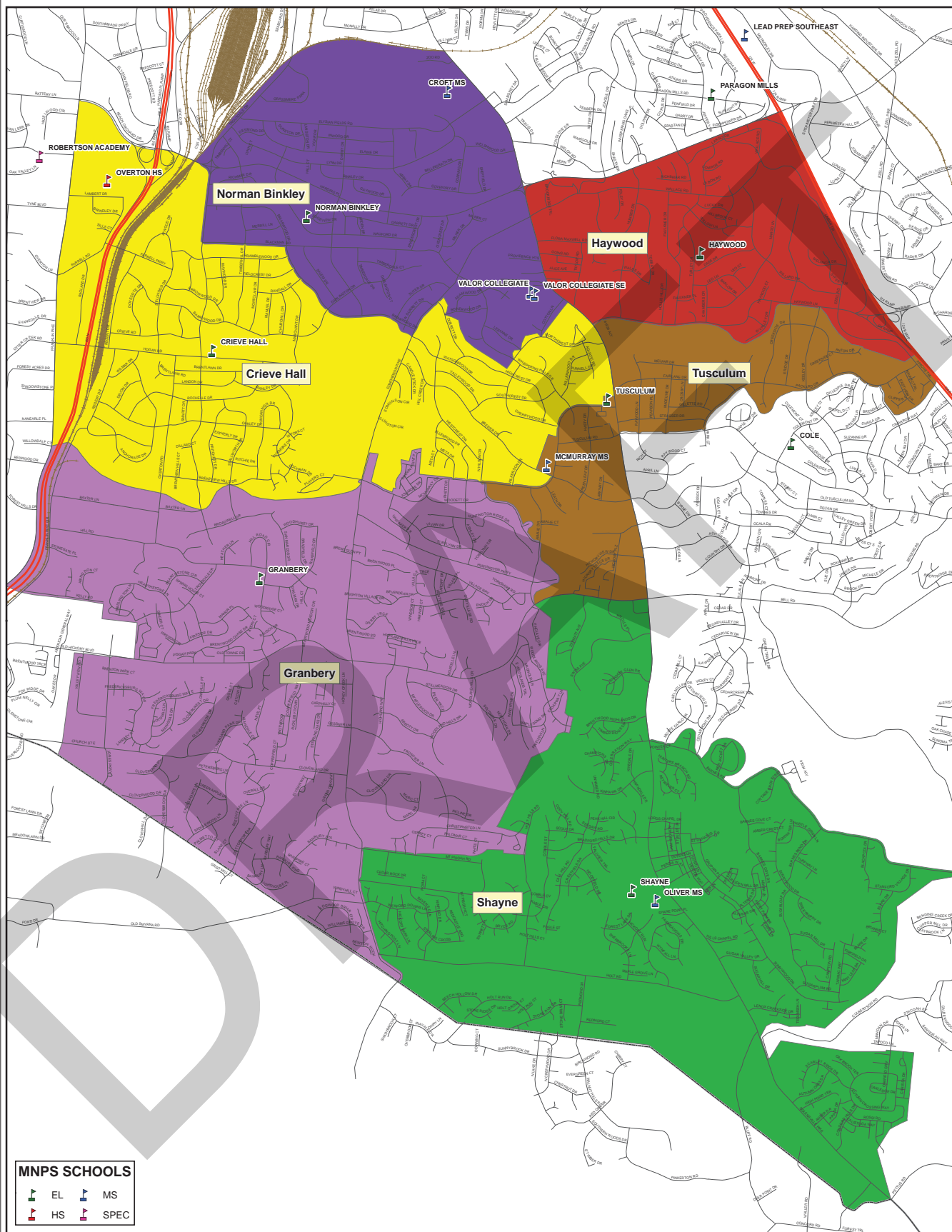
Additional Documents

The following attached documents provide additional specifics regarding the zoning changes proposed for Overton Cluster:

- 2015-16 Cluster Map – Current attendance boundaries
- Proposed 2017-18 Cluster Map – Proposed changes to current attendance boundaries
- Diversity Impact Analysis

Overton High School Cluster

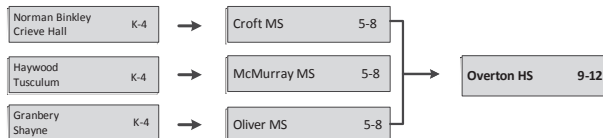
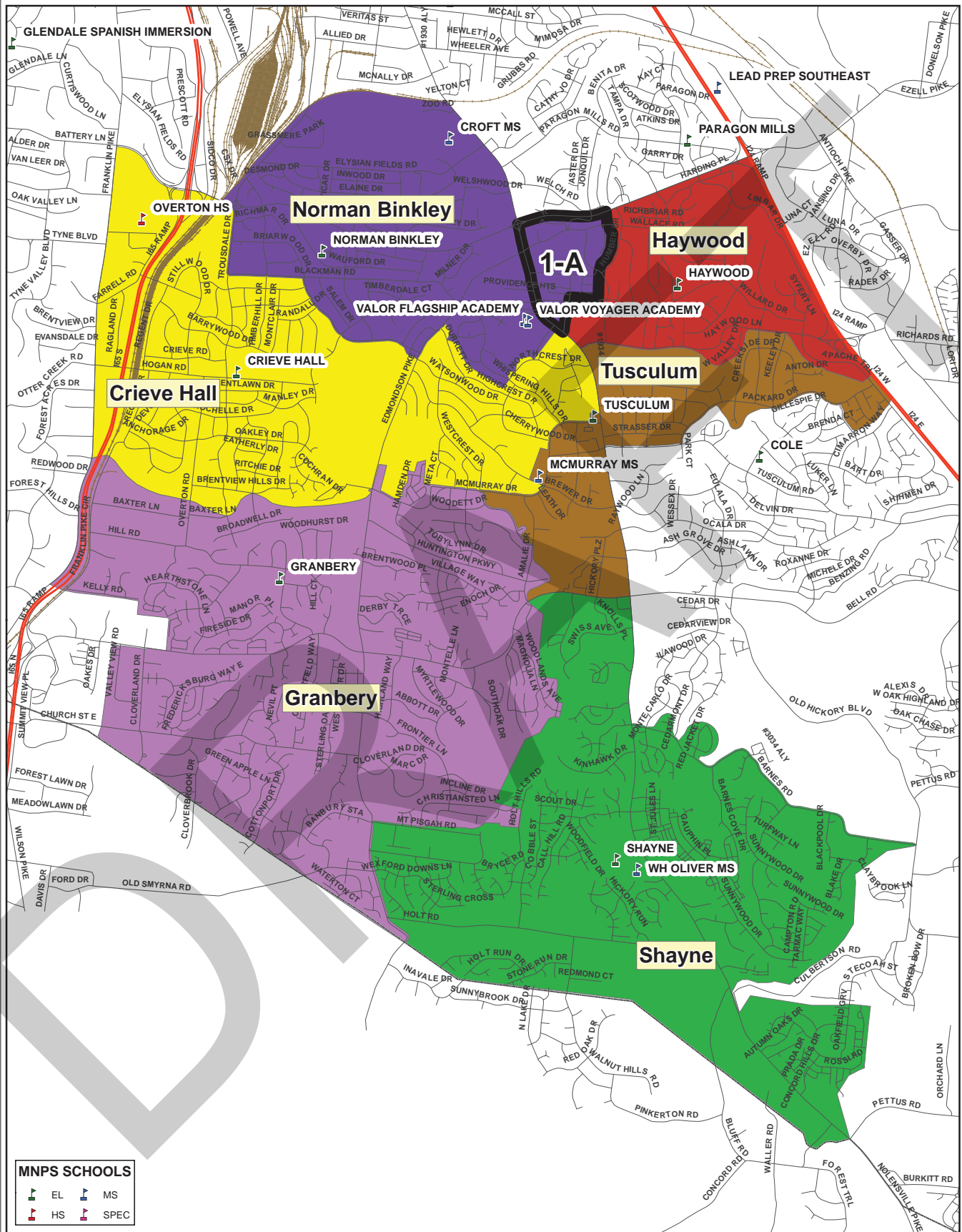
2015-2016



This map shows the general geographic area zoned to each school. Actual zoning is based on specific street addresses and cannot always be determined visually, especially around the border of a zone. To find the exact school zone and options available to a specific address please visit our school zone finder website at <http://zonefinder.mnps.org/zonefinder/getzonedschools.aspx> or call customer service at 615-259-4636.

Overton High School Cluster

Proposed 2017-2018



This map shows the general geographic area zoned to each school. Actual zoning is based on specific street addresses and cannot always be determined visually, especially around the border of a zone. To find the exact school zone and options available to a specific address please visit our school zone finder website at <http://zonefinder.mnps.org/zonefinder/getzonedschools.aspx> or call customer service at 615-259-4636.

Student Diversity Impact Analysis

When assessing diversity impact, the district utilized the four part definition of diversity in the Diversity Management Plan. The four parts are Racial/Ethnic, Income, Language, and Disability.

Diversity Overview:

OVERTON CLUSTER	Oct. 2015-16.		Estimate 2017-18	
	Racial/Ethnic	I/L/D	Racial/Ethnic	I/L/D
Haywood	x	✓	x	✓
Norman Binkley	✓	✓	x	✓
McMurray MS	✓	✓	✓	✓
Croft MS	✓	✓	✓	✓

Student Diversity Impact Analysis:

- Regarding diversity, the percentages shown herein for 2017-18 reflect current student enrollments.
- The impact on Haywood would be benign or *de minimis*.
- The impact at Norman Binkley would result in an increase of Hispanic and ELL students. Norman Binkley is currently a plurality school and under this plan the Hispanic population would increase from 49% to 53%.
- The impact on McMurray MS and Croft MS would be benign or *de minimis*.

Detailed Diversity Summary

Racial/Ethnic Diversity

OVERTON CLUSTER		Asian		Black		Hispanic		White		Total
Haywood	Oct. 2015-16	122	14%	113	13%	541	62%	105	12%	872
	Estimate 2017-18	112	16%	88	12%	439	61%	88	12%	718
Norman Binkley	Oct. 2015-16	59	11%	64	12%	262	49%	150	28%	535
	Estimate 2017-18	69	10%	89	13%	364	53%	167	24%	689
McMurray MS	Oct. 2015-16	144	18%	112	14%	409	51%	136	17%	801
	Estimate 2017-18	140	19%	100	14%	368	50%	124	17%	732
Croft MS	Oct. 2015-16	49	7%	134	19%	254	36%	261	37%	705
	Estimate 2017-18	53	7%	146	19%	295	38%	273	35%	774

Income/Language/Disability

OVERTON CLUSTER		FARM		ELL		Disability		Total
Haywood	Oct. 2015-16	811	93%	514	59%	61	7%	872
	Estimate 2017-18	672	94%	400	56%	44	6%	718
Norman Binkley	Oct. 2015-16	482	90%	284	53%	48	9%	535
	Estimate 2017-18	621	90%	398	58%	65	9%	689
McMurray MS	Oct. 2015-16	753	94%	384	48%	88	11%	801
	Estimate 2017-18	694	95%	336	46%	82	11%	732
Croft MS	Oct. 2015-16	494	70%	127	18%	85	12%	705
	Estimate 2017-18	553	71%	175	23%	91	12%	774



Teacher Salary Market Analysis

Presented by:

James J. Hockaday, CCP, Director of Strategic Compensation

Background

2

Compensation and HR strategy

- Salary important as part of larger recruiting and retention strategy



Teacher Salary Market Analysis - Overview

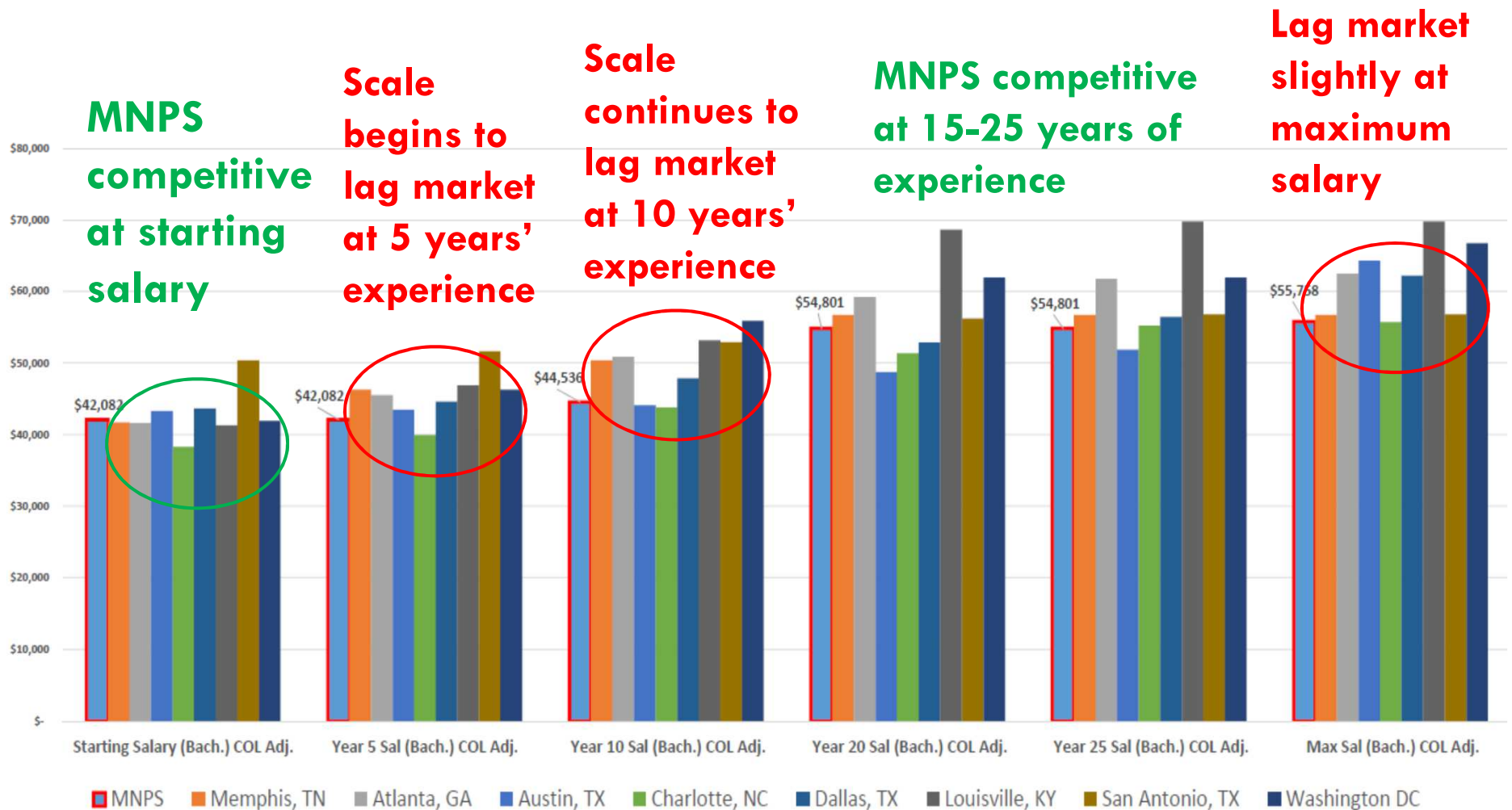
- Detail presented to T&L Comm. 2/24/16
- Analysis over career milestones vs just starting or average salaries
- Peer group alignment
- Challenges in comparing pay across districts



MNPS vs Regional Peer Cities

3

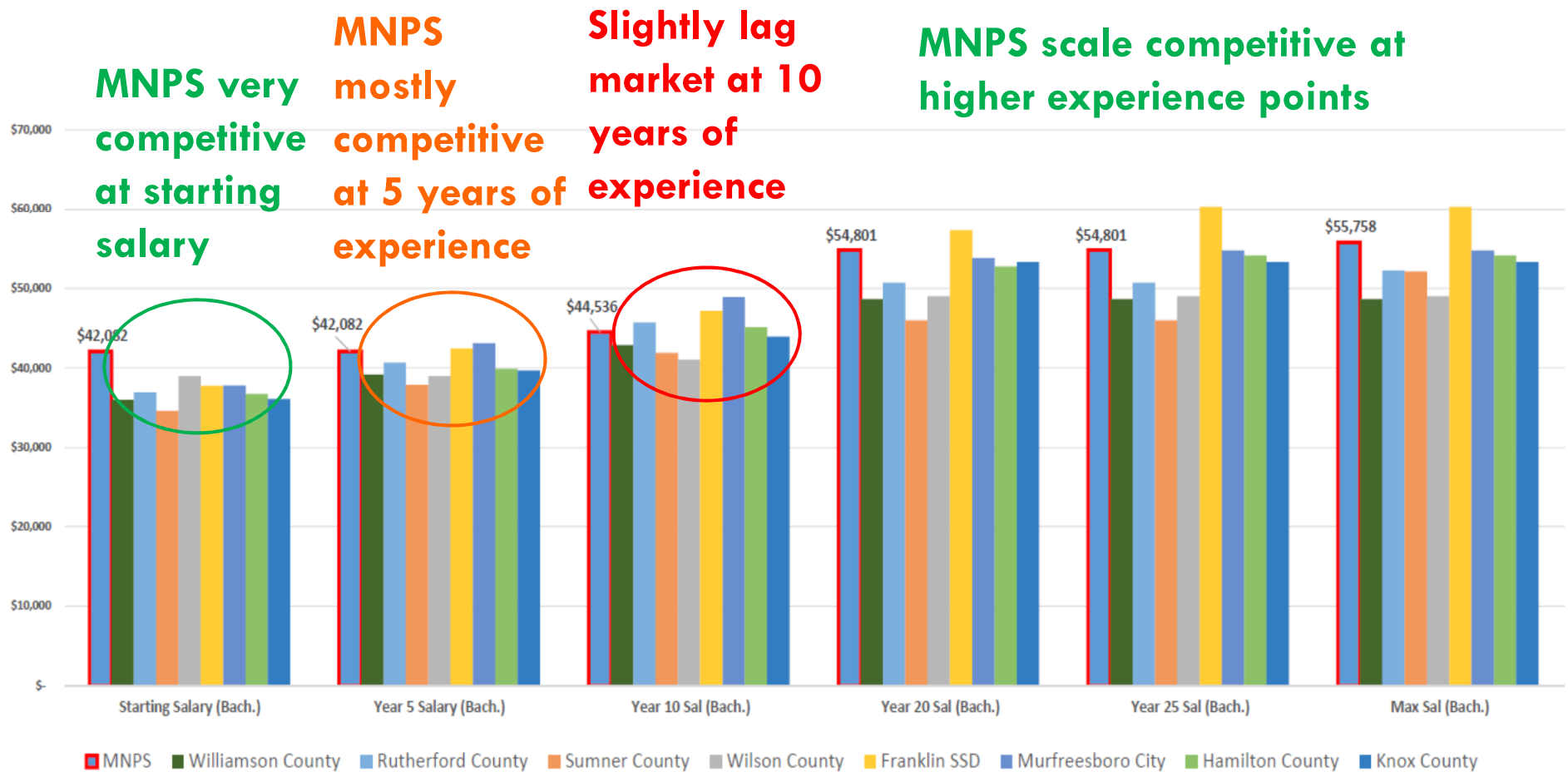
2015-16 MNPS Teacher Salary Over Time (Bachelors) versus Regional Peer Districts - Cost of Labor Adjusted



MNPS vs other TN districts

4

2015-16 MNPS Teacher Salary Over Time (Bachelors) versus State/Local
Peer Districts



Teacher Salary Market Analysis – Summary of findings

5

- MNPS starting salaries are competitive - both against regional peers and other TN districts
- Salaries on current scale lag the market at 5-10 years experience
- Current scale is aligned with market peers at 15-25 years of experience
- Max salary on current scale slightly lags regional peers
- Bachelors and Masters have similar market lag

New Draft Teacher Salary Scale

6

New Draft Scale

- ▣ Begins to address issues where we are below competitive market
- ▣ Teachers will receive step raises on new scale

Impact to Teachers

- ▣ Every teacher will receive an increase – all increases will be larger on new scale than current scale
- ▣ All teachers (except first year teachers) will receive an increase equal or greater than last year's increase
- ▣ First year teachers will receive a ~1% increase
- ▣ Pay increase amounts will vary with those lagging market receiving more

Investment (Additional Cost)

- ▣ Total pay increase for certificated staff ~ \$10M
- ▣ 2% across-the-board (ATB) for certificated staff in 2015 ~ \$7M
- ▣ Additional investment versus an ATB increase at prior levels ~ \$3M



Metropolitan Nashville Public Schools
Sales Tax Collections
As of March 20, 2016

General Purpose Fund

MONTH	2015-2016 Projection	TOTAL 2015-2016 COLLECTIONS	\$ Change For Month - FY16 Projection	% Change For Month - FY16 Projection	% Increase / Decrease Year To-Date
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	18,178,739.54	\$831,953.54	4.58%	-0.76%
December	17,093,563.00	18,013,092.72	\$919,529.72	5.10%	0.79%
January	16,739,414.00	17,191,682.87	\$452,268.87	2.63%	1.16%
February	21,615,305.00	22,823,220.62	\$1,207,915.62	5.29%	2.03%
March	15,370,787.00	15,427,183.79	\$56,396.79	0.37%	1.82%
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	-			
TOTAL	\$210,866,400.00	\$123,768,707.70	\$2,255,155.70		1.82%

Debt Service Fund

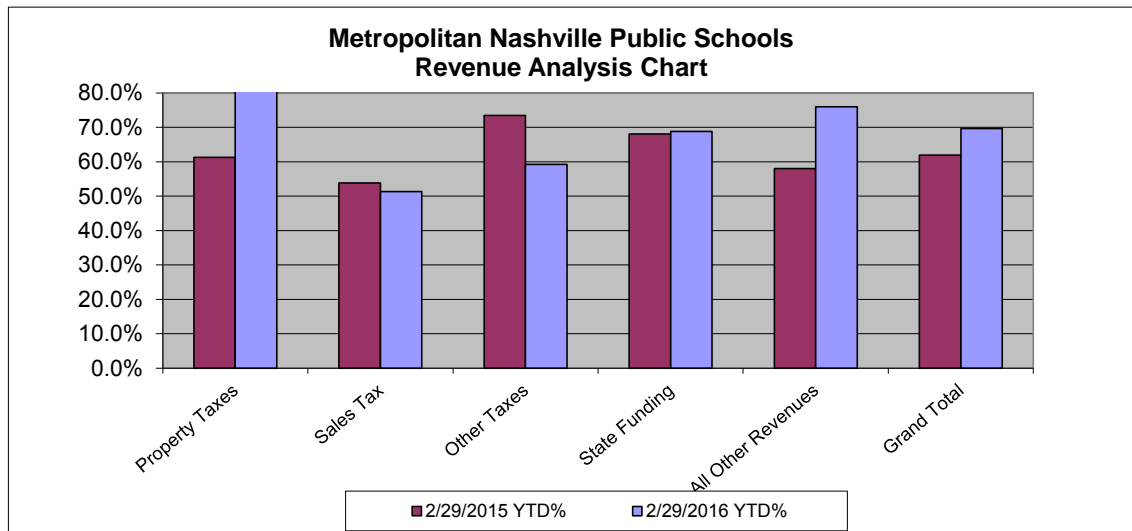
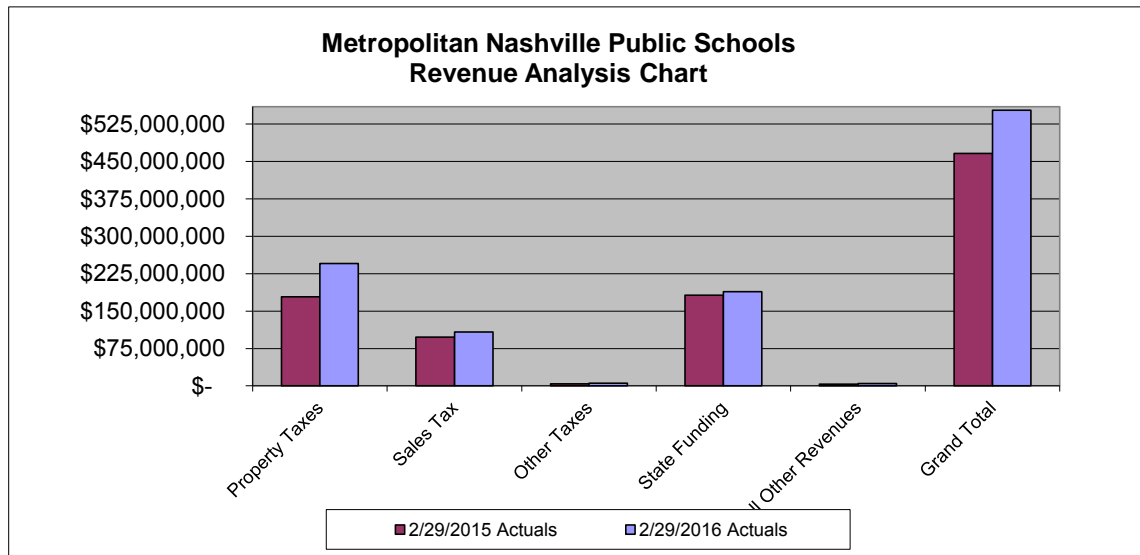
MONTH	2015-2016 Projection	TOTAL 2015-2016 COLLECTIONS	\$ Change For Month - FY16 Projection	% Change For Month - FY16 Projection	% Increase / Decrease Year To-Date
September	\$2,719,479.00	\$2,467,158.36	(\$252,320.64)	-10.23%	-10.23%
October	2,793,082.00	2,844,902.57	\$51,820.57	1.82%	-3.77%
November	2,867,522.00	3,005,047.72	\$137,525.72	4.58%	-0.76%
December	2,825,662.00	2,977,665.37	\$152,003.37	5.10%	0.79%
January	2,767,120.00	2,841,881.72	\$74,761.72	2.63%	1.16%
February	3,573,132.00	3,772,806.53	\$199,674.53	5.29%	2.03%
March	2,540,877.00	2,550,200.11	\$9,323.11	0.37%	1.82%
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	-			
TOTAL	\$34,857,400.00	\$20,459,662.38	\$372,788.38		1.82%

**Metropolitan Nashville Public Schools
General Purpose Fund # 35131
Monthly Budget Accountability Report
February 29, 2016**

	FY15 Annual Budget	FY15 YTD Actuals Through Feb	FY15 YTD % Through Feb	FY16 Annual Budget	FY16 YTD Actuals Through Feb	FY16 YTD % Through Feb	FY16 YTD Budget Available Feb
REVENUES:							
Charges, Commissions, & Fees	\$ 570,000	\$ 906,239	158.99%	\$ 1,230,000	\$ 2,058,804	167.38%	\$ (828,804)
Other Governments & Agencies	266,976,900	181,749,078	68.08%	274,940,000	189,214,146	68.82%	85,725,854
Taxes, Licenses, & Permits	479,364,600	280,879,732	58.59%	512,950,800	359,001,801	69.99%	153,948,999
Fines, Forfeits, & Penalties	6,200	0	0.00%	1,200	450	37.50%	750
Transfers From Other Funds and Units	3,696,800	868,731	23.50%	2,500,000	780,537	31.22%	1,719,463
All Other Revenues	1,448,000	1,545,252	106.72%	2,378,000	1,805,434	75.92%	572,566
TOTAL REVENUES	\$ 752,062,500	\$ 465,949,032	61.96%	\$ 794,000,000	\$ 552,861,172	69.63%	\$ 241,138,828
EXPENSES:							
Salaries:							
Regular Pay	\$ 406,267,587	\$ 267,153,571	65.76%	\$ 425,619,251	\$ 275,818,864	64.80%	\$ 149,800,387
Overtime	915,700	1,387,223	151.49%	975,700	1,202,882	123.28%	(227,182)
All Other Salary Codes	14,925,813	6,578,870	44.08%	6,670,949	5,900,059	88.44%	770,890
Total Salaries	422,109,100	275,119,664	65.18%	433,265,900	282,921,805	65.30%	150,344,095
Fringes	145,982,100	95,953,524	65.73%	147,401,600	97,366,286	66.06%	50,035,314
Other Expenses:							
Utilities	28,135,300	15,672,489	55.70%	26,448,479	15,006,545	56.74%	11,441,934
Professional and Purchased Services	44,512,366	27,365,043	61.48%	43,853,014	26,262,199	59.89%	17,590,815
Travel, Tuition, and Dues	1,991,803	1,080,192	54.23%	2,531,308	1,055,592	41.70%	1,475,716
Communications	2,973,996	1,646,784	55.37%	3,318,370	1,925,068	58.01%	1,393,302
Repairs and Maintenance Services	2,922,389	3,454,676	118.21%	4,810,900	3,584,379	74.51%	1,226,521
Internal Service Fees	1,437,400	958,261	66.67%	1,856,600	1,273,036	68.57%	583,564
Transfers To Other Funds and Units	81,230,163	55,851,649	68.76%	86,449,521	59,156,604	68.43%	27,292,917
All Other Expenses	58,772,883	32,012,098	54.47%	60,064,308	38,421,191	63.97%	21,643,117
Total Other Expenses:	221,976,300	138,041,192	62.19%	229,332,500	146,684,614	63.96%	82,647,886
TOTAL EXPENSES	\$ 790,067,500	\$ 509,114,380	64.44%	\$ 810,000,000	\$ 526,972,705	65.06%	\$ 283,027,295

METROPOLITAN NASHVILLE PUBLIC SCHOOLS
Revenue Analysis
FY2015 and FY2016

Description	FY15 YTD Actuals through Feb 2015	FY15 Annual Revenue Budget	YTD %	FY16 YTD Actuals through Feb 2016	FY16 Annual Revenue Budget	YTD %
Property Taxes	\$ 178,507,864	\$ 291,326,300	61.3%	\$ 245,526,934	\$ 293,426,500	83.7%
Local Option Sales Tax	97,994,016	182,083,300	53.8%	108,341,524	210,866,400	51.4%
Other Taxes, License, Permits	4,377,852	5,955,000	73.5%	5,133,343	8,657,900	59.3%
State Funding	181,749,078	266,976,900	68.1%	189,214,146	274,940,000	68.8%
All Other Revenues	3,320,222	5,721,000	58.0%	4,645,225	6,109,200	76.0%
Grand Total	\$ 465,949,032	\$ 752,062,500	62.0%	\$ 552,861,172	\$ 794,000,000	69.6%



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 @ Feb 29 2016	% Spent
ADMINISTRATION				
1100	OFFICE OF DIRECTOR OF SCHOOLS	\$ 745,300	\$ 435,348	58.4%
1110	BOARD OF EDUCATION	417,000	291,636	69.9%
1150	CHIEF FINANCIAL OFFICER	353,400	94,178	26.6%
1190	ALIGNMENT NASHVILLE	200,000	100,000	50.0%
1200	HUMAN CAPITAL	6,245,700	3,450,578	55.2%
1205	EMPLOYEE RELATIONS	689,000	490,779	71.2%
1300	EMPLOYEE BENEFITS	803,700	590,432	73.5%
1400	CHIEF OPERATING OFFICER	216,600	140,916	65.1%
1500	PURCHASING	846,400	455,516	53.8%
1600	FISCAL SERVICES	1,612,700	948,332	58.8%
1625	SCHOOL AUDIT	696,400	458,737	65.9%
1650	POSTAGE	275,000	202,001	73.5%
1700	STUDENT ASSIGNMENT SERVICES	1,127,400	720,165	63.9%
1750	CUSTOMER SERVICE CENTER	711,700	470,464	66.1%
1800	COMMUNICATIONS	1,369,300	739,297	54.0%
	TOTAL ADMINISTRATION	\$ 16,309,600	\$ 9,588,380	58.8%
LEADERSHIP AND LEARNING				
2050	LEADERSHIP AND LEARNING	4,148,000	2,700,410	65.1%
2055	OFFICE OF PRIORITY SCHOOLS	241,900	-	0.0%
2059	OFFICE OF CHARTER SCHOOLS	383,300	247,926	64.7%
2060	STUDENT SUPPORT SERVICES	1,564,600	832,448	53.2%
2109	FEDERAL PROGRAMS AND GRANTS	289,200	132,456	45.8%
2112	CENTRAL SCHOOL COUNSELING SERVICES	388,700	186,473	48.0%
2125	IN-SCHOOL SUSPENSION	896,200	570,261	63.6%
2126	HOMEBOUND PROGRAM - REGULAR EDUCATION	166,600	66,906	40.2%
2132	DRUG/ALCOHOL EDUCATION PROGRAM	20,000	6,171	30.9%
2136	GIFTED/TALENTED PROGRAM	2,594,600	1,747,573	67.4%
2137	ADVANCED ACADEMICS	1,043,800	648,655	62.1%
2160	PSYCHOLOGICAL SERVICES	4,556,900	2,997,284	65.8%
2170	RESEARCH, ASSESSMENT, AND EVALUATION	2,232,600	880,450	39.4%
2171	CENTRAL LIBRARY INFORMATION SERVICES	832,100	662,367	79.6%
2174	INFORMATION MANAGEMENT AND DECISION SUPPORT	4,412,000	2,702,916	61.3%
2178	INFORMATION TECHNOLOGY	12,292,700	8,528,299	69.4%
2180	TEXTBOOKS	5,813,100	4,507,949	77.5%
2200	DISTRICT STAFF DEVELOPMENT	2,514,500	1,243,343	49.4%
2203	LEARNING TECHNOLOGY	2,877,200	1,928,035	67.0%
2215	PRINCIPAL LEADERSHIP ACADEMY	140,000	140,000	100.0%
2232	LITERACY PROGRAM	2,679,800	882,696	32.9%
2240	SUPPLEMENTARY TEACHER PAY	94,900	325,900	343.4%
2282	STEM (SCIENCE TECHNOLOGY ENGINEERING MATHEMATICS)	259,600	160,303	61.7%
2307	ROTC TEACHING PROGRAM	443,100	313,996	70.9%
2310	PRINCIPALS	50,596,000	33,864,274	66.9%
2311	COUNSELING SERVICES	15,046,200	9,406,863	62.5%
2312	LIBRARY SERVICES	11,508,300	7,671,384	66.7%
2313	SUBSTITUTES - REGULAR/CTE	7,397,300	3,918,171	53.0%
2314	HEALTH SERVICES	4,980,400	2,330,035	46.8%
2315	SUBSTITUTES - SPECIAL EDUCATION	1,044,300	461,756	44.2%
2316	SCHOOL FUNDING ALLOCATION	7,790,100	4,315,983	55.4%
2320	REGULAR TEACHING	270,441,500	178,661,724	66.1%
2321	PRE-K INSTRUCTION	5,346,700	3,211,061	60.1%
2322	CLASSROOM PREPARATION DAY	665,200	662,858	99.6%
2323	ENGLISH LANGUAGE LEARNER - SUPERVISION	1,583,500	1,100,840	69.5%
2324	ENGLISH LANGUAGE LEARNER	9,120,100	6,397,747	70.1%
2328	PRE-K MODEL CENTERS	4,653,000	3,051,554	65.6%
2332	SMALLER LEARNING COMMUNITIES (SLC)	464,000	352,510	76.0%
2334	INSTRUCTIONAL SUPPORT - OTHER	12,051,800	8,856,481	73.5%
2335	PUPIL SUPPORT - OTHER	1,573,800	794,217	50.5%
2336	VANDERBILT MATH & SCIENCE PROGRAM	750,000	535,933	71.5%
2350	MUSIC MAKES US	714,000	348,434	48.8%
2371	CAMPUS SUPERVISORS	3,199,200	1,965,078	61.4%

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 @ Feb 29 2016	% Spent
2395	HOMEWORK HOTLINE	80,000	60,183	75.2%
2505	CAREER & TECHNICAL EDUCATION SUPERVISION	295,600	176,264	59.6%
2520	CAREER & TECHNICAL EDUCATION	6,435,000	5,631,722	87.5%
2555	METROPOLITAN GOVERNMENT IT CHARGES	1,636,400	1,099,350	67.2%
2600	ALTERNATIVE LEARNING PROGRAMS	3,033,700	2,064,575	68.1%
2650	NON-TRADITIONAL SCHOOLS	7,241,200	5,085,774	70.2%
2700	OPENING NEW SCHOOLS	1,727,300	628,803	36.4%
2710	STUDENT ASSIGNMENT PLAN	5,581,000	2,141,222	38.4%
2711	SPECIAL EDUCATION GUIDANCE	156,600	100,156	64.0%
2805	SPECIAL EDUCATION SUPERVISION	1,017,000	685,363	67.4%
2810	SPECIAL EDUCATION PRINCIPALS	638,500	441,482	69.1%
2820	SPECIAL EDUCATION TEACHING	66,594,600	44,676,152	67.1%
2999	CAREER LADDER	1,500,000	376,087	25.1%
	TOTAL LEADERSHIP AND LEARNING	\$ 555,747,700	\$ 363,486,852	65.4%
ATTENDANCE AND SOCIAL SERVICES				
3100	ATTENDANCE SERVICES	357,200	226,457	63.4%
3210	CLUSTER BASED STUDENT SUPPORT	5,683,900	3,438,172	60.5%
3250	FAMILY & COMMUNITY SERVICES	1,801,600	977,459	54.3%
3260	COMMUNITY ACHIEVES	1,195,100	642,704	53.8%
	TOTAL ATTENDANCE AND SOCIAL SERVICES	\$ 9,037,800	\$ 5,284,792	58.5%
TRANSPORTATION				
4110	TRANSPORTATION SUPERVISION	3,156,800	2,408,686	76.3%
4120	STOCKROOM	133,000	135,310	101.7%
4130	OPERATION OF SCHOOL BUSES	12,863,400	7,764,996	60.4%
4131	OPERATION OF SPECIAL EDUCATION BUSES	6,707,300	5,616,722	83.7%
4136	SUPPORT BUS DRIVERS	624,200	108,449	17.4%
4137	BUS MONITORS	5,495,600	4,256,313	77.4%
4160	MAINTENANCE OF VEHICLES	4,554,100	4,283,793	94.1%
4319	MTA BUS PASSES	767,700	80,786	10.5%
	TOTAL TRANSPORTATION	\$ 34,302,100	\$ 24,655,055	71.9%
OPERATION OF PLANT				
5120	PORTABLE MOVING	455,000	503,526	110.7%
5212	CUSTODIAL AND CARE OF GROUNDS	20,730,800	13,477,041	65.0%
5220	UTILITY SERVICES, NATURAL GAS	3,326,000	1,385,465	41.7%
5230	UTILITY SERVICES, WATER & SEWER	2,965,900	1,998,226	67.4%
5240	UTILITY SERVICES, ELECTRICITY	22,722,300	13,664,391	60.1%
5250	UTILITY SERVICES, TELEPHONES	1,317,000	647,608	49.2%
5260	UTILITY SERVICES, WASTE DISPOSAL	925,100	555,706	60.1%
5280	RADIO TRANSMISSION	321,200	249,436	77.7%
5315	FIXED ASSET AND INVENTORY CONTROL	3,239,800	1,990,712	61.4%
5320	DELIVERY & MAIL SERVICES	676,500	384,612	56.9%
5325	SAFETY AND SECURITY	2,697,200	1,630,628	60.5%
5326	ATHLETIC EVENT SECURITY	605,000	293,079	48.4%
	TOTAL OPERATION OF PLANT	\$ 59,981,800	\$ 36,780,430	61.3%
MAINTENANCE OF BUILDINGS				
6110	MAINTENANCE SUPERVISION	684,600	245,928	35.9%
6120	CONSTRUCTION SUPERVISION	547,500	351,121	64.1%
6300	MAINTENANCE OF FACILITIES	18,514,800	11,715,615	63.3%
	TOTAL MAINTENANCE OF BUILDINGS	\$ 19,746,900	\$ 12,312,664	62.4%
FIXED CHARGES				
7130	UNEMPLOYMENT COMPENSATION	500,000	-	0.0%
7210	RENTAL LAND AND BUILDING	56,100	42,050	75.0%
7311	RETIREE GROUP INSURANCE-CERTIFICATED	21,125,000	14,293,134	67.7%
7315	EMPLOYEE DEATH BENEFITS	74,000	56,917	76.9%
7316	EMPLOYEE INJURIES ON THE JOB REIMBURSEMENT	3,110,500	2,332,875	75.0%
7318	RETIREMENT SICK LEAVE PAY-CERTIFICATED	1,830,100	234,034	12.8%
7319	RETIREMENT SICK LEAVE PAY-SUPPORT	208,100	104,757	50.3%

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 @ Feb 29 2016	% Spent
7320	BUILDINGS AND CONTENTS INSURANCE	947,600	710,700	75.0%
7321	BOILER & ELEVATOR INSPECTION	80,000	48,775	61.0%
7325	INSURANCE RESERVE	14,700	13,072	88.9%
7340	LIABILITY INSURANCE	1,290,600	994,523	77.1%
7499	GUARANTEED PENSION PAYMENT	4,285,000	2,221,366	51.8%
7777	PROPERTY TAX REFUND	6,027,900	44,493	0.7%
7900	LEGAL SERVICES	192,000	144,000	75.0%
	TOTAL FIXED CHARGES	\$ 39,741,600	\$ 21,240,696	53.4%
ADULT AND COMMUNITY SERVICES				
8119	DISTRICT DUES	76,100	68,858	90.5%
8320	ADULT EDUCATION PROGRAM	448,600	273,411	60.9%
	TOTAL ADULT AND COMMUNITY SERVICES	\$ 524,700	\$ 342,269	65.2%
	OPERATING TRANSFER TO CHARTER SCHOOLS FUND	\$ 73,008,000	\$ 51,565,324	70.6%
	REIMBURSABLE PROJECTS	\$ 1,599,800	\$ 1,716,244	107.3%
	GRAND TOTAL:	\$ 810,000,000	\$ 526,972,705	65.1%

Memorandum

To: Board of Education

From: Dorothy Gunn, Ed.D., Interim Executive Officer for Priority Schools

Date: Tuesday, March 22, 2016

Re: Update on The Office of Priority Schools

Finalization of the Priority Schools Team

The entire Priority Schools team has been hired. The last of our staff, Marissa Stanley, Administrative Assistant, reported on Monday, March 21, 2016. David Kovach, Executive Lead Principal, was fully on-boarded the week of March 7, 2016.

Planning and Preparation for Success

Development of a Mission and Belief Statements

The Priority Schools team met last week to draft our Mission and Belief Statements. This document will guide our work as we plan professional development and coaching for principals and school leadership teams. Additionally, the tenets included therein will serve as the foundation for our profile of effective school leaders, when and if the need arises to hire new principals.

Our Mission Possible

It is our responsibility, as a network of leaders, to ensure that all of our learners are successful. Our mission is possible because we will:

- Work with a sense of **urgency** to provide high quality instruction for all learners
- Develop a **growth mindset** in all leaders in our learning community
- Focus on **building our capacity** to lead the work
- Seek **innovative** solutions to address our unique challenges
- Be **accountable** for the outcomes of all our learners
- Work to ensure that every learner achieves more than one year **growth** every school year
- Create a **positive and nurturing environment** for all leaders in our community

Network Meeting

On March 3, 2016, the Priority Schools Network meeting convened at 7:30 am to 8:30 am and reconvened from 11:30 am to 1 pm. In the morning session, we introduced the concept of developing an Instructional Focus to narrow the school's effort to concentrate on two goals to support student achievement. Additionally, we shared that identifying an Instructional Focus will be the first step toward developing succinct messaging and marketing message all schools. In the afternoon session, Human Capital was present to discuss teacher evaluations and the protocol for teacher selection. The main focus was on principals ensuring they maintained the most effective teachers in their schools. Brian Hull was present to discuss budgeting and answer principal questions. In addition, Ryan Latimer shared information on how student enrollment is projected for each school.

Achievement Network (Standards Planning and Assessment)

On March 9, 2016, a meeting was convened with ANET and district leadership personnel. Over 20 ANET staff and district personnel were present for the meeting. The purpose of the meeting was to:

- Understand the ANET Theory of Action
- Give Priority Schools not currently utilizing ANET the opportunity to learn about services provided
- Provide district leadership the opportunity to learn about the ANET platform and coaching services provided

On March 10, 2016, a budget meeting was convened to discuss the financial implications of utilizing ANET across the Priority Schools. The goal of this meeting was to procure a reduced rate for ANET services for all participating schools. Individuals present included: Dr. Dorothy Gunn, Dr. Julie McCarger, Gary Appenfelder, Dr. Merrie Clark, Frank White and ANET representatives. Discussion is still ongoing.

School Visits

The Executive Officer for Priority Schools, Executive Lead Principals, and Senior Manager for School Turnaround have all participated in school visits to learn more about the schools they will serve, ascertain the needs of specific schools, and have crucial conversations related to planning for the 2016-2017 Academic Year.

Upcoming Programming

Insight Education Group

Per Board approval, The Insight Education Group will return to MNPS to facilitate the second round of Quality School Reviews (QSR) for all Priority Schools with the exception of Bailey Middle Prep, Neely's Bend Middle Prep, and Kirkpatrick Elementary Enhanced Option. The requested dates are April 11-14, 2016.