



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION

2601 Bransford Avenue, Nashville, TN 37204

Regular Meeting – April 28, 2020 – 5:00 p.m.

Anna Shepherd, Chair

I. CONVENE and ACTION

- A. Call to Order
- B. Establish Quorum

II. GOVERNANCE ISSUES- OUR ORGANIZATION

- A. Actions
 - 1. Consent
 - a. Approval of Minutes – 3/10/2020 - Board Meeting Minutes
 - b. Suspension of Local Rules and Policies
 - c. Recommended Approval of Request #2 for Purchase of New Signal Upgrade (Hillsboro High School Additions and Renovations) – Stansell Electric Company, Inc.
 - d. Awarding of Purchases and Contracts
 - 1. ABM Industry Groups (ABM), LLC (2 contracts)
 - 2. Batteries Plus
 - 3. CDW-G (2 purchases)
 - 4. CIGNA Health Care
 - 5. Genesis Learning Centers (2 contracts)
 - 6. Hastings Architecture Associates, LLC
 - 7. Smith Seckman Reid Inc.
 - 8. Southern Management Systems (SMS), LLC
 - 9. United Way of Greater Nashville (deferred on 4/14/20)
 - 10. Vanderbilt University Medical Center
 - e. ELA Materials Adoption
 - f. CTE Materials Adoption
 - 2. NEI Amendment report
 - 3. Charter School Committee Recommendation Nashville Collegiate Prep
 - 4. Charter School Committee Recommendation Ivy Prep Academy
 - 5. Charter School Committee Recommendation KIPP Southeast Nashville College Prep Elementary School

Metropolitan Board of Public Education

Agenda

April 28, 2020

6. Charter School Committee Recommendation KIPP Southeast
Nashville College Prep Middle School

7. Charter School Committee Recommendation KIPP Antioch
College Prep High School

III. DIRECTOR'S REPORT

A. Remote Learning 2.0

IV. WRITTEN INFORMATION TO THE BOARD

A. Sales Tax Collections as of April 20, 2020

V. ADJOURNMENT

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –
March 10, 2020

Members Present: Anna Shepherd, chair, Freda Player-Peters, Fran Bush, Gini Pupo-Walker, Rachael Anne Elrod, Christiane Buggs, Amy Frogge vice-chair

Members Absent: Jill Speering and Sharon Gentry

Meeting called to order: 5:00 p.m.

CONVENE AND ACTION

- A. Call to Order
Ms. Shepherd called the meeting to order.
- B. Pledge led by Senator Brenda Gilmore.

AND THE GOOD NEWS IS...

- A. The Pearl Cohn and Whites Creek High Schools Ambassadors gave the Board a brief update on their academies.
- B. Students from Mt. View Elementary performed prior to the start of the Board Meeting.

PUBLIC PARTICIPATION

- A. Silss Lowe – Mr. Lowe addressed the Board concerning the district supporting teachers through wage increases and working conditions.
- B. Shiloh Burns – Ms. Burns addressed the Board concerning increasing funding of translators for parent and community involvement.
- C. Armando Arzate – Mr. Arzate addressed the Board concerning issues with wage theft.

- D. Andrew Reckard – Mr. Reckard addressed the Board concerning the budget and wage theft.
- E. Logan Kelton – Mr. Kelton addressed the Board concerning his support for Dr. Battle and her work for the district.
- F. Nancy Holland – Ms. Holland addressed the Board concerning her support for Dr. Battle and her work for the district.
- G. Anita Joor – Ms. Joor addressed the Board concerning her support for Dr. Battle and her for the district.
- H. Elizabeth Bugg – Ms. Bugg addressed concerning experiences that her son encountered at Cumberland Elementary School.
- I. Lydia Burris – Ms. Burrus addressed the Board concerning revising the MNPS discipline policy.
- J. Dr. Donna Whitney – Dr. Whitney addressed the Board concerning revising the MNPS discipline policy.
- K. Phyllis Sells – Ms. Sells addressed the Board concerning revising the MNPS discipline policy.
- L. Mary Cramb – Ms. Cramb addressed the Board concerning the budget.
- M. Sara Duran – Ms. Duran addressed the Board concerning the budget.
- N. Amanda Baker – Ms. Baker addressed the Board concerning the budget.
- O. Lyn Hoyt – Ms. Hoyt addressed the Board concerning the Community Schools Resolution.

GOVERNANCE ISSUES

- A. 1. Consent
 - a. Approval of Minutes -02/06/2020 –Special Called Meeting
 - b. Awarding of Purchases and Contracts
 - 1.Anchor Tours
 - 2.Apple, Inc.
 - 3.Educational Based Services, Inc.
 - 4.Gray Line of Tennessee
 - 5.Metro Public Health Department

- 6. Tanksley Tree Service, LLC
- 7. YouScience, LLC
- c. Legal Settlement Claim (\$12,000)
- d. Tenure Teachers – 2nd List
- e. Student Handbook Revisions

Ms. Buggs pulled Item (e) Student Handbook Revisions from the agenda.

Motion to approve consent agenda
By Amy Frogge, seconded Christiane Buggs
Motion Passes
Vote: 8-0

Motion to approve Item (e) Student Handbook Revisions
By Fran Bush, seconded Amy Frogge
Motion Passes
Vote: 8-0

2. Community Schools Resolution - WHEREAS, the Metropolitan Nashville Board of Education is responsible for managing all public schools established or that may be established under its jurisdiction; and WHEREAS, Metro Nashville Public Schools is committed to bringing the assets of the community, city agencies, and non-profits to bear in the creation and support of Community Achieves, a community school initiative that that builds partnerships to expand opportunities and lower barriers to learning that impede academic achievement of our children; and WHEREAS, when coupled with a high-quality core instructional program and parent, student, educator, and community voices, Community Schools are a vehicle for school transformation that can help close the persistent and destructive opportunity gaps in our schools and reverse the growing inequality in our society; and WHEREAS, the Metro Nashville Public Schools definition of a Community School is: Public schools that form partnerships with community organizations and use additional staff to meet the educational, physical, and

emotional needs of students, families, and communities. Students and families are connected through community schools to a broad range of services, including food and clothing assistance, mental health treatment, academic enrichment, and adult education. WHEREAS, this integrated strategy will lead to student success, strong families, and healthy communities. WHEREAS, the design of each Community School must scale over time and be tailored to the specific needs and assets of its children, families, and communities, every Community School should include the following standards-based components: School leadership that is committed to the Community School model: to seeing it as a strategy, parallel to the school's instructional program, including the Community School Coordinator as integral to its Leadership Team; A school-based Impact Team led by the Coordinator that includes parents, community partners, school staff, and youth in substantively and regularly advising the Principal and school leadership team about all school matters that impact the wellbeing of the school's children, including but not limited to: the school's programs and partnerships, the use of the school building beyond regular school hours, and implementing ways to increase family engagement; A full-time Community School Coordinator who partners with the Principal and serves as an essential member of the school's Leadership Team and whose role it is to develop, coordinate, integrate, and align programs and partnerships that serve students, families, and the community; Results focused partnerships that are deeply invested in improving student outcomes and integrated into decision-making, coordination, and implementation of the Community School strategy; A School Improvement Plan (SIP) that explicitly outlines the role of families, partners, and the Community School Coordinator to help achieve results and identifies and aligns a range of evidence-based programs and practices; A services, supports, and advocacy program informed by a cycle of improvement with comprehensive needs and assets assessment in the school and in the community. Outcomes, strategies, location of responsibility, and timelines regarding accomplishments shall be reflected in a periodically updated, rolling Strategic Plan informed by the Impact Team and advised by the School Improvement Plan

and Key Performance Indicators; Ongoing professional development for school leadership, all staff, parents, and partners designed to educate on what a community school is and how it can improve the outcomes for the Community Schools Strategic Plan that include a positive and supportive school climate, effective partnerships, and transformative parent and community engagement; Dedicated space and calendared meetings in the school for the Community School Coordinator, partners, and parents; Systems accessible to the Community School Coordinator to collect, analyze, share and respond to real-time data on student and school indicators such as attendance, achievement, and program participation, resource calendars as well as workflows for scheduling, programming, and other essential functions that support student success; Evaluation of the Community School Strategy through a Standards Based School Review shall be part of the routine assessment of the school's effectiveness as a whole. THEREFORE, BE IT RESOLVED, the Metropolitan Nashville Board of Public Education recognizes the tremendous impact of Community Achieves and the many community partners who have worked with its staff to transform our schools and open new opportunities for thousands of children. ADOPTED BY THE ELECTED METROPOLITAN NASHVILLE BOARD OF EDUCATION, meeting in regular session on the 10th of March, 2020, with this Resolution to take immediate effect, the public welfare requiring it.

Motion to approve consent agenda

By Amy Frogge, seconded Gini Pupo-Walker

Motion Passes

Vote: 8-0

3. Metro Schools ReimaginED Jere Baxter, Gra-Mar Middle Schools and Smith Springs, Thomas Edison Elementary Schools Recommendation

Motion to delay the vote on the Metro Schools ReimaginED Smith Springs and Thomas Edison Elementary Schools Recommendation until March 24.

By Fran Bush, seconded Freda Player-Peters

Motion Passes

Vote: 8-0

Motion to approve the vote of Metro Schools ReimaginED for Jere Baxter and Gra-Mar Middle Schools Recommendation

By Fran Bush, seconded Christiane Buggs

Motion Passes

Vote: 8-0

4. Amended Director Search Timeline –

Motion to approve the Amended Director Search Timeline

By Freda Player Peters, seconded Amy Frogge

Motion Passes

Vote: 8-0

DIRECTOR'S REPORT

- A. Storm Update - Dr. Battle and staff presented the report to the Board.

BOARD CHAIR'S REPORT

- A. Ms. Shepherd gave a brief report.

COMMITTEE REPORT

- A. Gini Pupo-Walker gave a brief Budget and Finance Committee Report.

ANNOUNCEMENTS

- A. Rachael Anne thanked Tusculum Church of Christ and Village Church for paying the school lunch balances at Crieve Hall Elementary and Oliver Middle School.
- B. Gini Pupo-Walker congratulated the Hillsboro High School basketball team for making it to the state tournament. She also thanked MNPS and the community for their support in recovering from the aftermath of the tornado.
- C. Christiane Buggs thanked the community and staff for their support of MNPS Day on the Hill. She also thanked MNPS and the community for their support in recovering from the aftermath of the tornado.
- D. Amy Frogge thanked MNPS and the community for their support in recovering from the aftermath of the tornado.
- E. Fran Bush thanked MNPS and the community for their support in recovering from the aftermath of the tornado.
- F. Freda Player-Peters thanked MNPS and the community for their support in recovering from the aftermath of the tornado.
- G. Anna Shepherd asked the community to support the restocking of the food pantry and freezer at Two Rivers Middle School.

Ms. Shepherd adjourned the meeting at 7:41 p.m.



Chris M. Henson
Board Secretary

Anna Shepherd
Board Chair

Date

Suspension of Local Rules and Policies

On March 20, 2020 Governor Lee issued Executive Order 16 that authorized virtual meetings. To the extent that any Board rules and/or policies conflict with this Executive Order, they are suspended for the duration of the Executive Order.

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. RECOMMENDED APPROVAL OF REQUEST #2 FOR PURCHASE OF NEW SIGNAL UPGRADE (HILLSBORO HIGH SCHOOL ADDITIONS AND RENOVATIONS) – STANSELL ELECTRIC COMPANY, INC.

We are requesting approval to issue a purchase order for labor and material for New School Zone Flashing Lights at Hillsboro High School in the amount of \$82,534.

We are using Public Works Contract #390181 for this work.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45018.80401018

DATE: April 28, 2020

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: ABM Industry Groups (ABM), LLC

SERVICE/GOODS (SOW): This contract is for the provision of custodial services for MNPS schools located in Zones 1, 2, and 6.

SOURCING METHOD: RFP 20-3

TERM: May 1, 2020 through June 30, 2022

The initial contract term will be for 2 years with options to extend by amendment the contract out to as much as 7 total years.

FOR WHOM: MNPS schools in Zones 1, 2, and 6

COMPENSATION: In accordance with Exhibit A – Cost Spreadsheet.

Total compensation under this contract for the initial two years is not to exceed \$18,353,000.

OVERSIGHT: Facilities, Planning, & Construction

EVALUATION: Quality of services provided.

MBPE CONTRACT NUMBER: TBD

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: ABM Industry Groups (ABM), LLC.

SERVICE/GOODS (SOW): This contract is for the provision of grounds maintenance for MNPS schools.

SOURCING METHOD: RFP 20-5

TERM: May 1, 2020 through June 30, 2022

The initial contract term will be for 2 years with options to extend by amendment the contract out to as much as 7 total years.

FOR WHOM: MNPS schools and facilities

COMPENSATION: In accordance with Exhibit A – Cost Spreadsheet.

Total compensation under this contract for the initial two years is not to exceed \$6,514,000.

OVERSIGHT: Facilities, Planning, & Construction

EVALUATION: Quality of services provided.

MBPE CONTRACT NUMBER: TBD

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: Batteries Plus

SERVICE/GOODS (SOW): This is an Indefinite Delivery/Indefinite Quantity (IDIQ) contract for the provision of various batteries.

SOURCING METHOD: ITB 46055

TERM: April 29, 2020 through April 28, 2025

FOR WHOM: Technology & Information Services and other MNPS Departments

COMPENSATION: Total contract value is not to exceed \$100,000 (\$20,000 per year).

OVERSIGHT: Technology & Information Services

EVALUATION: Quality of goods provided.

MBPE CONTRACT NUMBER: 7497201

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: CDW-G

SERVICE/GOODS (SOW): This is for purchases of Epson ceiling mount LCD projectors and ScreenBeam Wireless projection devices including the mounts and cabling.

SOURCING METHOD: Sourcewell Cooperative

TERM: April 29, 2020 through June 30, 2021

FOR WHOM: Elementary Schools

COMPENSATION: Total compensation under this purchase will not exceed \$1,762,596.38.

OVERSIGHT: Technology & Information Services

EVALUATION: Quality of goods provided.

MBPE CONTRACT NUMBER: POs to be Issued

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: CDW-G

SERVICE/GOODS (SOW): This is for the purchase of an annual maintenance agreement performed by Vertiv factory trained and authorized technicians. The purchase is for six (6) Uninterruptible Power Supply units that provide power services and business continuity to MNPS data and voice operations. The maintenance agreements cover two checkups per unit per year that verify the UPS systems are functioning within manufacturer approved tolerances.

SOURCING METHOD: Sourcewell Cooperative

TERM: April 29, 2020 through April 28, 2021

FOR WHOM: Technology & Information Services

COMPENSATION: Total compensation under this purchase will not exceed \$46,130.

OVERSIGHT: Technology & Information Services

EVALUATION: Quality of services provided.

MBPE CONTRACT NUMBER: PO to be Issued

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: CIGNA Health Care

SERVICE/GOODS (SOW): Contract is for the provision of group medical and pharmacy benefits for certificated employees and retirees of Metro Nashville Public Schools. Amendment #1 adds the following: Exhibit F - Bundled Maternity Benefits, Exhibit G - E-Consults Client Specific Network Administration Agreement, Exhibit H - Client Specific Pharmacy Arrangement Administration Agreement and Kroger Pharmacy List, and Exhibit I - Onsite Health Coach.

SOURCING METHOD: Amendment to a previously approved Board contract

TERM: April 29, 2020 through December 31, 2024

FOR WHOM: Certificated employees and retirees

COMPENSATION: Compensation does not change as part of Amendment #1.

Total compensation under this contract remains \$25,000,000.

OVERSIGHT: Employee Benefits

EVALUATION: Quality and performance of services provided.

MBPE CONTRACT NUMBER: 7490860

SOURCE OF FUNDS: Insurance Trust Fund

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Genesis Learning Centers

SERVICE/GOODS (SOW): Contractor to provide a Special Education Day School that includes related services, mental health services, and meals to students placed in the school by MNPS.

SOURCING METHOD: RFP 44056

TERM: July 1, 2020 through June 30, 2025

FOR WHOM: MNPS students assigned to the Special Education Day School

COMPENSATION: Contractor shall be paid in accordance with Attachment C pricing of the contract.

Total compensation under this contract is not to exceed \$10,000,000.

OVERSIGHT: Exceptional Education

EVALUATION: Based on the completeness and quality of services provided; academic performance of the students assigned to Contractor; that all employees hold the specific certifications needed to teach special education and core academic areas; that all students are receiving related services indicated on their Individualized Education Program (IEP); school attendance; and the end of year report.

MBPE CONTRACT NUMBER: 7497129

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Genesis Learning Centers

SERVICE/GOODS (SOW): Contractor will provide academic services in non-school settings (home, hospital, etc.) for both General Education and Special Education students, including instructional education services for students with disabilities, English learners, hospital-bound, health impaired, and pregnant students enrolled in MNPS.

SOURCING METHOD: RFP 46054

TERM: July 1, 2020 through June 30, 2025

FOR WHOM: MNPS students eligible for homebound schooling

COMPENSATION: Contractor shall be paid in accordance with Attachment C pricing of the contract.

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

OVERSIGHT: Exceptional Education

EVALUATION: Based on the completeness and quality of services provided, as requested by MNPS in Attachment A and as proposed by Contractor in Attachment B.

MBPE CONTRACT NUMBER: 7497172

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: Hastings Architecture Associates, LLC

SERVICE/GOODS (SOW): This is an Indefinite Delivery/Indefinite Quantity (IDIQ) contract for LEED consulting services.

SOURCING METHOD: RFQ 20-18

TERM: May 15, 2020 through May 14, 2025

FOR WHOM: Facility Planning & Construction

COMPENSATION: In accordance with Exhibit A – Fee Schedule

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Timeliness and responsiveness to job orders, accuracy of submitted data, and effective communication throughout implementation.

MBPE CONTRACT NUMBER: 7497155

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: Smith Seckman Reid Inc.

SERVICE/GOODS (SOW): This is an Indefinite Delivery/Indefinite Quantity (IDIQ) contract for LEED consulting services.

SOURCING METHOD: RFQ 20-18

TERM: May 15, 2020 through May 14, 2025

FOR WHOM: Facility Planning & Construction

COMPENSATION: In accordance with Exhibit A – Fee Schedule

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

OVERSIGHT: Facility Planning & Construction

EVALUATION: Timeliness and responsiveness to job orders, accuracy of submitted data, and effective communication throughout implementation.

MBPE CONTRACT NUMBER: 7497156

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: Southern Management Systems (SMS), LLC

SERVICE/GOODS (SOW): This contract is for the provision of custodial services for MNPS schools located in Zones 3, 4, and 5.

SOURCING METHOD: RFP 20-3

TERM: May 1, 2020 through June 30, 2022

The initial contract term will be for 2 years with options to extend by amendment the contract out to as much as 7 total years.

FOR WHOM: MNPS schools in Zones 3, 4, and 5

COMPENSATION: In accordance with Exhibit A – Cost Spreadsheet.

Total compensation under this contract for the initial two years is not to exceed \$19,648,000.

OVERSIGHT: Facilities, Planning, & Construction

EVALUATION: Quality of services provided.

MBPE CONTRACT NUMBER: TBD

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(9) VENDOR: United Way of Greater Nashville

SERVICE/GOODS (SOW): Blueprint for Early Childhood Success (BECS) grant to support the Rise for Reading Summer Program.

SOURCING METHOD: Grant

TERM: April 29, 2020 through October 31, 2020

FOR WHOM: Economically disadvantaged MNPS elementary students

COMPENSATION: Total revenue to be received under this contract is not to exceed \$163,940.92.

OVERSIGHT: Extended Learning Programs

EVALUATION: Timeliness of payments to be received.

MBPE CONTRACT NUMBER: 7495188

SOURCE OF FUNDS: Revenue- BECS

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. AWARDING OF PURCHASES AND CONTRACTS

(10) VENDOR: Vanderbilt University Medical Center through its Mama Lere Hearing school at Vanderbilt Bill Wilkerson National Center for Childhood Deafness and Family Communication

SERVICE/GOODS (SOW): The Mama Lere Hearing school at Vanderbilt's Bill Wilkerson Center is to provide age-appropriate educational services implemented by certified educators of the deaf and hard of hearing that emphasize cognitive development, language, math and sciences, pre-literacy skills, physical, social emotional, social studies, and creative arts based on the MNPS-approved curriculum.

SOURCING METHOD: Sole Source

TERM: July 1, 2020 through June 30, 2025

FOR WHOM: MNPS students with hearing disorders

COMPENSATION: Contractor's billing rates:

- \$53.50 per student per administrative school day - six (6) hours for students 3-4 years of age and seven (7) hours for students 5 years or older.
- \$69 per hour for individual speech/language therapy/evaluations.
- \$53.50 per hour for group speech/language therapy.
- \$62 per hour for audiological services.
- Contractor can bill for portions of a day or hour.
- Contractor can only bill for services that are provided during the MNPS administrative school year/day.
- Contractor can only bill for direct contact with students.
- Contractor can only bill for days in which the students actually attend.

Total compensation under this contract is not to exceed \$875,000.

OVERSIGHT: Exceptional Education

EVALUATION: Based on the contract deliverables.

MBPE CONTRACT NUMBER: 7497077

SOURCE OF FUNDS: Operating Budget

Custodial Services Award Recommendation



Award Recommendation

RFP 20-3, Custodial Services, was designed to be awarded by zone with six zones identified. The six zones would mirror current Maintenance zones for consistent oversight. It was also an attempt to encourage smaller, possibly diversity business enterprise (DBE) owners, to propose on a single zone and to encourage more participants. While DBE firms did propose as prime contractors, their proposed prices were well outside of the competitive range.

To our benefit, two larger firms proposed. They are our current provider, ABM, and a competitor, SMS. ABM purchased GCA, the original contract awardee. SMS is comprised of a number of the original GCA staff who served MNPS including the senior transition manager, Don Clark, who will perform that same function under the next contract. SMS is headquartered in Davidson County.

The RFP evaluation committee recommends the award of RFP 20-3 for Custodial Services to ABM and SMS. The Evaluation Committee was comprised of Steve Ball (representing School Principals), David Proffitt and Casey Megow (representing Facilities), Louis Burnett (representing Maintenance), Ken Stark (representing Operations) and the committee was chaired by Stephen Pitman, the non-voting Contracting Agent. Zones 1, 2, & 6 are recommended for ABM. Zones 3, 4, & 5 are recommended for SMS.

These award recommendations are the result of open, competition solicitations but they also promise competition going forward as we leverage the performance of each awardee.

The same RFP evaluation committee recommends the award of RFP 20-5, Grounds, to ABM. There were three proposals submitted on this open, competitive solicitation. That recommended contract is valued for year one at \$3,193,064. It will follow the same contract term as the custodial contracts.

Our current ABM Custodial contract is valued at \$22,316,091 for 2020. This includes the grounds work. The grounds portion of the contract is valued by ABM at \$2,750,000. So, backing the grounds out of the equation would suggest the value of our current custodial is \$19,566,091.

The custodial contract award was based on:

- Qualifications & Experience (33.3% of the points)
- Process & Approach (15% of the points)
- Staffing Plans (18.3% of the points)
- Cost (33.3% of the points)
- Requirement to achieving at least 20% DBE participation through sub-contracting.

Cost Breakdown

- **ABM:**
 - Zone 1 \$2,688,677
 - Zone 2 \$3,105,989
 - Zone 6 \$3,201,815 Or \$8,996,481 for the initial year
- **SMS:**
 - Zone 3 \$3,504,092
 - Zone 4 \$2,883,612
 - Zone 5 \$3,243,528 Or \$9,631,232 for the initial year

Custodial Services Award Recommendation



- SMS offers a .5% payment discount/Net 15 or another \$48,156 per year savings*
- SMS offers an annual scholarship of 1.5% of the total SMS awarded price or \$144,468 scholarship per year (details to be determined). *

Combined total for fiscal year 2020 - 2021 is **\$18,627,713** Grand Total (*omits payment discount and scholarship value). This is a \$938,378 savings per year of our current custodial work.

\$19,566,091 - \$18,627,713 = \$938,378

Proposed Contract Life

The term of the contract in the RFP was established as being based on the firm's performance for each zone. Initial contract term will be for **2 years** with the option to **extend 3 more years by Board approved amendment** if the first 2 years meet or exceed the expectations of MNPS (firms will be evaluated using the new MNPS scorecard developed in conjunction with school-based staff members). At the end of year 4, MNPS has the right to award by Board approved amendment a **6th year** to the contract and at the end of year 5, MNPS has the right to award by Board approved amendment a **7th** year to the contract.

The incentive of longer contracts is tied to the firm's achievement of meeting MNPS cleanliness standards. MNPS score cards will indicate this achievement.

Proposed Contract Benefits

- Significant contract savings of \$938,378 per year for the first 2 years of the contracts (\$1,876,756 for the 2 years).
- Knowledgeable providers (ABM is current provider, and SMS is mainly GCA leadership)
- Contract length tied to score card achievements (cleanliness at APPA 3+ standards)
 - Meeting with both firms quarterly (allows MNPS to leverage ongoing competition)
 - Score card assessments (developed and administered by MNPS for our principals)
 - Encourages discussion of results rather than a firm's efforts.
 - Higher DBE participation achievement (20% as starting minimum)
 - Provides MNPS the ability to shift work from one contracted supplier to another by amendment if performance is not maintained.
- We continue to have approximately 131 legacy employees with ABM (former MNPS custodial staff)
- We will index payment to ABM & SMS based on actual staff hours worked rather than a flat monthly fee (incentive for 100% staffing).
- Contracts provide for liquidated damages if additional costs are incurred for non-performance.

Critical Challenges

- The Award was postponed due to the crisis created by the tornadoes that ravaged parts of Nashville and made award discussion with the Board difficult as the Board dealt with other critical school issues.
- The Award was further postponed as we dealt with the crisis created by COVID-19 and the closings of schools. The length of those closings was not known until April 15, 2020.

Termination Possibilities

1. Termination for Breach

Should either party fail to fulfill in a timely and proper manner its obligations under this Contract or if it should violate any of the terms of this Contract, the other party shall have the right to immediately terminate the Contract if the breaching party has not cured the breach to the satisfaction of the other party within thirty (30) days of written notification of the breach. It shall also be considered a breach of this Contract if a party becomes insolvent, makes an assignment for the benefit of its creditors, a receiver is appointed or a petition in bankruptcy is filed with respect to that party and is not dismissed within thirty (30) days.

[Note: This is where the scorecards come into play. They will be discussed as needed on an individual basis and at quarterly meetings. If improvements are not made within the specified timelines the work may be removed and shifted to another provider as defined by MNPS.]

2. Termination for Convenience

MNPS may terminate this Contract at any time upon thirty (30) days written notice to Contractor. Contractor shall be paid in full for all authorized expenditures and goods or services satisfactorily provided to date, but in no case shall MNPS be liable to Contractor for compensation for any goods or service which has not been rendered. A termination for convenience shall not be a breach of this Contract by MNPS. The final decision as to the amount, for which MNPS shall be liable, shall be determined by MNPS. Contractor shall not have any right to any actual general, special, consequential, incidental, or any other damages whatsoever of any description or amount for MNPS's exercise of its right to terminate for convenience.

[Note: This is the easiest way to exit a contract but does carry with it financial responsibilities for MNPS. Investments and payrolls already committed by the contractor may be subject to a negotiated buyout.]

3. Termination due to Lack of Funding

In the event MNPS, in its sole discretion, does not or cannot obtain or continue the funding for this Contract from any source or sources to allow for payment of the Work, MNPS may exercise one of the following alternatives:

- (1) Terminate this Contract effective upon a date specified in a Termination Notice; or
- (2) Continue this Contract by reducing, through written notice to Contractor, the amount of this Contract and the scope of work, consistent with the nature, amount, and circumstances of the loss of funding.

Any termination or reduction of this Contract pursuant to this subsection shall not affect any obligations or liabilities of either Party accruing prior to such termination or reduction. MNPS shall not face any liability or penalty as a result of such termination or reduction of this Contract.

[Note: We can only commit to available funding. Sometimes a variation of this termination is used to scale down services to a level that aligns with funding availability.]

Custodial Services Award Recommendation



Zones

The Zones correspond to Maintenance Zones for Maintenance Department oversight. They were awarded based on costs of operations.

Zone 1 Schools – ABM

Facility Name	Cluster
• Alex Green Elementary	Whites Creek
• Amqui Elementary	Hunter's Lane
• Bellshire Elem.	Hunter's Lane
• Cumberland Elementary	Whites Creek
• Gateway Elementary	Hunter's Lane
• Goodlettsville Elem.	Hunter's Lane
• Goodlettsville Middle	Hunter's Lane
• Haynes Middle	Whites Creek
• Hunters Lane High	Hunter's Lane
• I.T. Creswell Middle Arts	Whites Creek

Facility Name	Cluster
• Ivanetta H. Davis	Whites Creek
• Joelton Elementary	Whites Creek
• Joelton Middle	Whites Creek
• Madison Middle	Hunter's Lane
• Neely's Bend Elementary	Hunter's Lane
• Old Center Elementary	Hunter's Lane
• Robert E. Lillard Elem.	Whites Creek
• Taylor Stratton Elementary	Hunter's Lane
• Whites Creek High	Whites Creek

Zone 2 Schools – ABM

Facility Name	Cluster
• Bailey Middle	Stratford
• Chadwell Elementary	Maplewood
• Cora Howe School	Stratford
• Dan Mills Elementary	Stratford
• East Nashville Magnet High	Stratford
• East Nash. Aumni Bldg	Stratford
• East Nash. Magnet Middle	Stratford
• Gra-Mar Middle	Maplewood
• Hattie Cotton Elementary	Maplewood
• Ida B. Wells Elementary	Maplewood
• Inglewood Elementary	Stratford
• Isaac Litton Middle	Stratford
• Jere Baxter Middle	Stratford

Facility Name	Cluster
• Kirkpatrick Elementary	Stratford
• Liberty Collegiate Acad.	Maplewood
• Lockeland Elementary	Stratford
• Maplewood High	Maplewood
• Meigs Middle Magnet	Stratford
• Murrell School @ Glenn	Maplewood
• Rosebank Elementary	Stratford
• Ross Elementary	Stratford
• Shwab Elementary	Maplewood
• Stratford STEM High	Stratford
• Tom Joy Elementary	Maplewood
• Warner Elementary	Stratford

Custodial Services Award Recommendation



Zone 3 Schools – SMS

Facility Name	Cluster
• Andrew Jackson Elem.	McGavock
• Antioch High	Antioch
• Apollo Middle	Antioch
• Dodson Elementary	McGavock
• Donelson Middle	McGavock
• DuPont Elementary	McGavock
• DuPont Hadley Middle	McGavock
• DuPont Tyler Middle	McGavock
• Hermitage Elementary	McGavock
• Hickman Elementary	McGavock
• J. E. Moss Elementary	Antioch
• J.F. Kennedy Middle	Antioch
• Lakeview Elem.	Antioch
• Margaret Allen Middle	Antioch

Facility Name	Cluster
• McGavock Elementary	McGavock
• McGavock High	McGavock
• Mt. View Elementary	Antioch
• Napier Elementary	McGavock
• Pennington Elementary	McGavock
• Ruby Major Elementary	McGavock
• Smith Springs ES	McGavock
• Stanford Montessori	McGavock
• The Academy at Opry Mills	McGavock
• Thomas A. Edison Elem.	Antioch
• Tulip Grove Elementary	McGavock
• Two Rivers Middle	McGavock
• Una Elementary	Antioch

Zone 4 Schools – SMS

Facility Name	Cluster
• A.Z. Kelley Elementary	Cane Ridge
• Administration Bldg.	Central Office
• Antioch Middle	Cane Ridge
• Antioch MS Alumni Bldg	Glenclyff
• Cambridge Early Learn. Ctr	Glenclyff
• Cane Ridge Elementary	Cane Ridge
• Cane Ridge High	Cane Ridge
• Casa Azafran	Glenclyff
• Cole Elementary	Cane Ridge
• Eagle View Elementary	Glenclyff
• Fall-Hamilton Elementary	Glenclyff
• Glenclyff Elementary	Glenclyff
• Glenclyff High	Glenclyff
• Glengarry Elementary	Glenclyff

Facility Name	Cluster
• Glenview Elementary	Glenclyff
• Henry Maxwell Elementary	Cane Ridge
• Johnson Alternative Ctr.	Glenclyff
• Nashville School of Arts	Glenclyff
• Operations	Central Office
• Paragon Mills Elementary	Glenclyff
• Print Shop Bldg.	Central Office
• Supply Center	Central Office
• Academy at Hickory Hollow	Cane Ridge
• Thurgood Marshall Middle	Cane Ridge
• Transport. (Woodycrest)	Central Office
• Whitsitt Elementary	Glenclyff
• Wright Middle	Glenclyff

Custodial Services Award Recommendation



Zone 5 Schools – SMS

Facility Name	Cluster
• Carter-Lawrence Elem.	Hillsboro
• Crieve Hall Elementary	Overton
• Croft Middle Design Center	Overton
• Eakin Elementary	Hillsboro
• Glendale Elementary	Hillsboro
• Granbery Elementary	Overton
• Green, Julia Elementary	Hillsboro
• Harris-Hillman Special Ed.	Hillsboro
• Haywood Elementary	Overton
• Henry Oliver Middle	Overton
• Hillsboro High	Hillsboro
• J.T. Moore Middle	Hillsboro
• Martin Prof. Develop. Ctr.	Central Office

Facility Name	Cluster
• McMurray Middle	Overton
• Murrell School (old)	Hillsboro
• Norman Binkley Elem.	Overton
• John Overton High	Overton
• Percy Priest Elementary	Hillsboro
• Robertson Academy	Overton
• Rose Park Middle	Hillsboro
• Shayne Elementary	Overton
• Sylvan Park Elem. Paideia	Hillsboro
• The Cohn School	Hillsboro
• Tusculum Elementary	Overton
• Waverly-Belmont	Hillsboro
• West End Middle	Hillsboro

Zone 6 Schools – ABM

Facility Name	Cluster
• Bellevue Middle	Hillwood
• Buena Vista Elementary	Pearl Cohn
• Charlotte Park Elementary	Hillwood
• Cockrill Elementary	Pearl Cohn
• Gower Elementary	Hillwood
• H.G. Hill Middle	Hillwood
• Harpeth Valley Elementary	Hillwood
• Head Middle Magnet	Pearl Cohn
• Hillwood High	Hillwood
• Hull-Jackson Elem. Mont.	Pearl Cohn
• Hume-Fogg High Magnet	Pearl Cohn
• John Early Museum Middle	Pearl Cohn
• Jones Paideia Elementary	Pearl Cohn

Facility Name	Cluster
• Martin Luther King Jr.	Pearl Cohn
• McCann (LP Pencil Box)	Pearl Cohn
• McCann (Nashville Prep.)	Pearl Cohn
• McGruder Family Res.	Pearl Cohn
• McKissack Middle	Pearl Cohn
• Middle College (NSCC)	Pearl Cohn
• Nashville Big Picture	Hillwood
• Park Avenue Elem.	Pearl Cohn
• Pearl-Cohn Magnet HS	Pearl Cohn
• Robert Churchwell	Pearl Cohn
• Academy # Old Cockrill	Pearl Cohn
• W.A. Bass Learn. Ctr.	Pearl Cohn
• Westmeade Elem.	Hillwood

ELA Adoption Reviewers' Recommendation by Grade Band Committee 2019-2020

K-2	3-5	6-8	9-12
Great Minds Wit & Wisdom & Geodes	Great Minds Wit & Wisdom	Pearson My Perspectives	Pearson My Perspectives

Consent Agenda for CTE Special Courses and SPOS

The following **Special Programs of Study (SPOS) and Special Courses (SC)** have been submitted to the TNDOE for approval through CTE. Each have been in use and approved for several years—this is a submission to continue the use.

1. Alternative Energy Production & Development: Whites Creek High School
 - a. Alternative Energy Production and Development
2. Biomedical Studies: Stratford High School
 - a. Biomedical Studies I
 - b. Biomedical Studies II
 - c. Biomedical Studies III
3. Energy and Power Distribution: Maplewood High School
 - a. Energy Foundations
 - b. Energy and Power Distribution I
 - c. Energy and Power Distribution II
4. Recording Industry: Pearl Cohn High School
 - a. Music Industry Survey
 - b. Recording Industry I
 - c. Recording Industry II
5. Audio Production: Pearl Cohn and McGavock High Schools
 - a. Audio Production I
 - b. Audio Production II
 - c. Audio Production III
6. Environmental Biotechnology: Glencliff High School
 - a. Plant Biotechnology



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Office of Charter Schools

Noble Education Initiative (NEI) Amendment Report

Knowledge Academy Contract

April 28, 2020

Noble Education Initiative (NEI) Amendment Report

Office of Charter Schools Evaluation Team

Mr. Dennis Queen, Executive Director

Dr. John Thomas, Director

Ms. Denise Brown, Coordinator

Ms. Brittany Lee, Accountant III



Objectives

- Share findings in reviewing the Noble Education Initiative, (NEI), as a Charter Management Organization (CMO) in serving as operator at Knowledge Academy Middle School
- Request the Board of Education to determine if Knowledge Academies, Inc. is to be granted or denied a contract amendment to allow NEI to operate Knowledge Academy Middle School as their CMO



NEI Areas Reviewed

- Governing Board's Vetting Process
- 2019-20 School Management Plan
- Current NEI Employees supporting Knowledge Academy
- Schools NEI currently manages
- NEI Financials



Knowledge Academy Contract Language

Knowledge Academy violated the school's contract provisions

Section 3.4, page 8, paragraph 2, in the Charter Agreement for Knowledge Academy clarifies the need to seek advanced approval by the LEA for a material change in school operations.

“Any decision by the Charter School Board to contract with any education service provider (such as a charter Management Organization (CMO)) must be reviewed and approved by OCPS (Office of Charter and Priority Schools) prior to execution of the contract. All such contracts are limited to non-profit organizations. Proposed contracts must be submitted to OCPS for review no later than 30 days prior to the intended execution date”.



NEI Vetting Process Reported by Governing Board

- Consulted professional references-References were provided
- Conducted Informational and strategy meetings—[failed to provide documentation](#)
- Examined other NEI supported schools
- NEI reported 140 Community members were involved in the support of contracting with NEI. After four attempts to the governing board chairman, James Bristol [failed to provide requested documentation.](#)
- Knowledge Academies Inc. [failed to communicate](#) with MNPS or the Office of Charter Schools during any of the vetting process from the Fall 2019 to April 16, 2020.
- The office of Charter Schools became aware of the contract agreement during [an impromptu visit](#) to a Governing Board meeting on April 16, 2019



Management Plan for 2019-2020

- captures a wide range of school functions from staffing, recruitment, instruction, culture, and community engagement
- addresses challenges and provides recommendations in: Leadership, Culture, Systems and Processes, Security, Finance, and Technology
- [did not](#) capture a strategy to recruit and maintain qualified staffing given the loss of at least 31 instructional staff since August 4, 2019
- [did not](#) capture a strategy to address student attrition. The school ended 2019 with [262](#) students enrolled and currently enrolls [144](#)
- [did not](#) capture a strategy to address current and past school academic performance ([Targeted Support and Improvement-2019](#))



Current NEI Employees

NEI has 14 experienced support individuals that provide support in the areas of academics, operations, and finances to Knowledge Academy. All 14 resumes were reviewed

CONCERNS:

only two (2), employees of the fourteen (14) has worked in Tennessee or has experience related to current knowledge of Tennessee standards and state laws

only three (3) out of fourteen (14) support staff are full-time, on the ground everyday, to support Knowledge Academy Middle School

- NEI pays partial salary for: Mr. Eric Lewis, Knowledge Academy Executive Director
- NEI pays the full salary for: Dr. Mary Laurens Minich, Assistant State Director
- NEI pays the full salary for: Ms. Jackie Cissell, Community Engagement Director



Current Schools Managed by NEI

NEI has been working with [three \(3\) turnaround schools](#) in Indianapolis since 2017. These schools were under the State Board of Education.

Turnaround schools:

Schools	2016	2017	2018	2019
Emma Donnan Middle School	F	F	C	C
Emmerich Manual High School	F	C	C	C
Thomas Carr Howe Jr./Sr. Community	F	F	F	C



Current Schools Managed by NEI

School	2018	2019
Emma Donnan Elementary	Outperformed IPS El. Schools on the iRead3	Outperformed the IPS on the iRead3
Eleven (11) Non-disclosure Schools reported by NEI	N/A	N/A

NEI oversees the day to day operations [Emma Donnan Elementary School](#) in the Indianapolis Public Schools District (IPS). In 2019, they scored higher on the state-mandated 3rd grade reading assessment, iRead3, than the home district. In 2018, they outperformed all IPS schools in the iRead3 assessment.

NEI reportedly works with an additional [11 schools outside the state of Indiana](#). NEI stated they have a non-disclosure agreement with each of these 11 schools. Therefore, we were unable to establish who the schools are, what support NEI provides, [or whether to each of the 11 schools exist](#).



Knowledge Academies Schools Current Status

NEI has been managing Knowledge Academies Inc. since April 2019
(Knowledge Academies High School, Knowledge Academy, and KA@ the Crossings)

Findings to date:

- Fall to winter MAP results in ELA and Math demonstrated gains
- English Learners were not being properly served but was corrected after the February audit
- Exceptional Education students were not being properly served but was corrected after the February Audit
- Compensatory services are required in Exceptional Ed for one child for a 2 month period.
- Knowledge Academy is struggling to maintain consistent certified staffing (31+ staff turnover)
- Excessive long-term vacancies with a large number of un-certificated substitutes covering classes
- Some substitutes are covering classes in excess of 20-days
- Teachers are rotated between classes throughout the school year
- Staff have been suspended pending investigations without required reporting to TDOE
- The universal screener for students had not occurred as of February 24, 2020 (Progress monitoring cannot occur until the universal screener is complete)
- There is no ELA curriculum and staff are “piecemealing” materials due to no adoption
- Classroom observations noted lecture and whole group instruction/no inquiry-based instruction



NEI Financials

Funds Provided by NEI to KA

A letter, dated 2/26/20, was provided by the Attorney for Knowledge Academies stating that there have been no funds provided by NEI to KA ([NEI lacked submitting requested documents](#)) Bank statements [were requested on four \(4\) occasions](#): 2/19/20, 2/26/20, 3/6/20, and 3/26/20)

The letter/document should've been supported by NEI's bank and financial statements for the timeframe in question. However, the submission is [incomplete](#) due [to missing verification documents](#) (NEI's financial and bank statements).

NEI was incorporated as a not-for-profit educational organization in 2016



NEI Financials

Funds Provided by KA to NEI

- A letter, dated 2/26/20, and copies of check numbers #4702, #4770, #4864 and #4912 were provided by the Attorney for Knowledge Academies. [\(KA lacked submitting requested documents\)](#) Bank statements were requested on four (4) occasions: 2/19/20, 2/26/20, 3/6/20, and 3/16/20

Although the check copies were provided, this doesn't prove that these amounts were the only funds provided to NEI by KA.

- The letter/document should've been supported by KA's bank and financial statements for the timeframe in question. However, the submission is [incomplete](#) due to [missing verification documents](#) (KA's financial and bank statements).

NEI was incorporated as a not-for-profit educational organization in 2016



NEI Financials/ Salary Information

- The list of NEI employees supporting Knowledge Academies was submitted to the Office of Charter Schools as requested
- However, the request to NEI to [provide employee salary information was denied](#)
- Emails to request this needed information was sent on: 2/19/20, 2/26/20, 3/6/20, and 3/26/20



Board Request

The Board of Education is requested to determine if Knowledge Academies is to be [granted or denied this amendment](#) to allow Nobel Education Initiative to operate Knowledge Academy as their Charter Management Operator





OFFICE OF CHARTER SCHOOLS

To: Mr. Eric Lewis, Executive Director of Knowledge Academies, Inc.
James Bristol, Governing Board Chair

Date: April 17, 2020

From: MNPS Office of Charter Schools

Metro Nashville Public Schools received four complaints against Knowledge Academies Inc, between January and February 2020. Two complaints came from former staff members and two complaints from current parents.

I. Concerns Reported by Complainants

- Excessive use of substitutes and lack of certified teachers since Knowledge Academies Inc, hired NEI as the CMO.
- Administration is not conducting TEAM observations.
- Integrity of the grading system based on principals changing or fabricating grades.
- Use of online courses and lack of textbooks and curriculum for online courses.
- Provision of services to Special Education students and English Learners students Assigned schedules do not meet student needs and staff do not always have the right schedules.
- Report cards do not always reflect a teacher.
- Failure to follow an IEP for one particular student. The failure led to the parent withdrawing the student and enrolling the student in a zoned school. Based on the failure to implement the IEP the student is now entitled to compensatory services.
- NEI regularly let's go of certified teachers and suspends them without pay, pending "investigations".
- Since many students have left, the administration has been offering staff \$100 for each new student we brought in.
- Some staff members behave inappropriately and there are no consequences. There is one couple that has engaged in sexual relations at school and during the school day without any consequences for their actions. Another couple's relationship went sour and one of the individuals was sending students to the ex to spy. Dr. White only brought the reported staff members to her office to tell them to stop.

- Money is still not being managed. There are still outside debts and little, if any, is being seen by the students and teachers.
- As track coach, I was told that I could not order through a certain vendor because Knowledge hadn't paid last year's bill.

II. General Teacher Concerns:

1. Unprofessional treatment of staff by administration/NEI
2. Concerns with NEI Leadership
3. Poor Technology
4. Professional Development is ineffective
5. Poor Teacher coaching/mentoring
6. Lack of respect as a teacher/negative atmosphere
7. Lack of qualified instructional staff/too many substitutes
8. A lack of formal teacher observations with written feedback
9. Teacher assignment to classes they are unqualified to teach
10. Changes are often made without consulting staff
11. Too much staff transition (attrition) from the school
12. Lack of support for EE and EL

III. Administrators Responses

1. Formal complaints are investigated but do not necessarily result in a written response to either the accused or accuser. Investigations are recorded along with interviews.
2. Administration was generally vague and unsure of a written curriculum. Most interviewed could not identify a specific curriculum used other than one Administrator who mentioned i-ready math and ELA, Science Discovery Ed, and Gallopade for Social Studies along with on-line materials. The AP stated that "we align the curriculum with the state standards."
3. On-line resources were stated to be aligned with the state standards, although no resource was mentioned when asked to identify.
4. Administrative staff were unaware if all staff received a formal TEAM-based observation with feedback to date. It was acknowledged that some has not as of February 27, 2020. One administrator acknowledge that observations were not up to date.
5. Substitute teachers are reported to have received written feedback with a school-based tool, although the AP, who has the authority to observe and evaluate, was unaware.
6. It was indicated that parents were notified only through a phone call from the counselor to families whose children are affected by teacher movement between classes. Another administrator stated that the teacher, principal, and CEO call parents. Administrative staff acknowledge that some substitute teachers are in classes more than 20 days.
7. Administration denied any knowledge of a sexual encounter between staff although one staff member stated that the principal called one couple into the office and spoke to them about it.
8. It was stated in the interview by all administrators interviewed, a daily debriefs at the end of the day was conducted.

IV. Conclusions

It is very concerning that with almost one full year of support from NEI, many issues are still of concern at Knowledge Academies, Inc. In reviewing statements from current and former staff, school administrators, and information obtained from various district department assessments, the following conclusions have been made.

1. Administrative interview concerns
 - *There is a discrepancy among leadership as to who investigates complaints (Human Resources or administrative staff) and how many have been conducted this year-one, two, or three.*
 - *There is confusion among administration as to what curriculum, if any, is used.*
 - *Not all certified staff were evaluated as required by Tennessee Board Policy 5.201.*
 - *There is confusion as to the process for notifying parents when a child's schedule is changed.*
 - *Some substitutes have substituted in a class for longer than 20 days.*
 - *It is concerning that the responses to the interview questions were so disconnected. Among the administrators we interviewed independently, they were misaligned in many areas.*
2. Low morale and lack of trust within the schools is of major concern and need to be addressed *This allegation was reported by numerous staff.*
3. English Learners were not being both former and current properly served *There was evidence that English learners were not being served. A meeting held on January 15, 2020 with various Knowledge Academies Staff and MNPS EL department staff that identified:*
1.) students were not being served, and (2) the schools were understaffed.
Notices of Concern were issued to Knowledge Academies High School, Knowledge Academies, KA@ the Crossings. Violations were corrected after follow-up meeting and audit.
4. Exceptional Education students were not being properly served but have since been corrected. *Each of the three Knowledge Academies scored fair on the fall compliance audit. Temporary measures and efforts to serve SWD using paraprofessionals and others seeking EE licensure was not sufficient since there was no licensed certified teacher(s) to supervise them.*
Notices of Concern were issued to Knowledge Academies High School, Knowledge Academies, KA@ the Crossings
Compliance Audit Scores improved with second audit
KA@ the Crossings-99% of IDEA Events are now in Compliance.
Knowledge Academies High School-98% of IDEA Events are now in Compliance.
Knowledge Academy-96% of IDEA Events are now in Compliance.
5. Compensatory services are being required in Exceptional Ed-one case *This is accurate for one student for who will require compensatory services from August 5, 2019 to October 4, 2019.*
6. Knowledge Academies are struggling to maintain consistent certified staffing *Knowledge Academies Schools have lost a reported 31 teachers for various reasons from August 4, 2019 to February 3, 2020*

7. There are excessive long-term vacancies
Found to be accurate due to lack of certified instructional staff
8. A large number of un-certificated substitutes are covering classes
Found to be accurate due to lack of certified instructional staff
9. Some substitutes are covering classes in excess of 20-days
Knowledge Academies Schools violated State Board Rule 0520-01-02-04.
10. Teachers are rotated between classes throughout the school year
Found to be accurate due to lack of certified instructional staff
11. Staff were suspended without written notification, pending investigations without required reporting to TDOE. One staff member was reported to TDOE one suspension was not.
Knowledge Academies violated State Board Rule 0520-02-03-.09
12. The universal screener for students has not occurred as of February 24, 2020
Found to be Accurate by MNPS Teaching and learning staff
13. Progress monitoring cannot occur until the universal screener is complete
Progress monitoring is not occurring due to the universal screener not being implemented
14. There is no ELA curriculum and staff are piecemealing materials due to no adoption
Knowledge Academies does not use an adopted ELA curriculum
15. Classroom observations noted lecture and whole group instruction/no inquiry-based instruction
Found to be Accurate by MNPS Teaching and learning staff
16. Teacher evaluations/ observations
Knowledge Academies has about 16 educators that have evaluations that have an observation cycles that are not in compliance with the guidelines.
Knowledge Academy violation of State Board Policy 5.201

V. Recommendations:

Instruction:

1. Complete diagnostic assessments
2. Provide instructional materials for ELA classes
3. Provide training for teachers on Project/Problem Based Learning to allow for collaborative, inquiry-based instruction
4. Kathryn Pattullo will offer supports for MTSS through the ATSI grant
 - The school was awarded \$11, 888 for interventions through the district ATSI grant. District lead intervention math and literacy coaches for high school are available to consult on possible purchases and other intervention supports. (Use of program-specific placement tests may help meet needs for skills-based screening in math.)
 - The MNPS intervention manual was shared.

- MNPS Equitable Access coordinators are available to consult about professional learning opportunities through this program.
5. Todd Wigginton will provide supports for Social Studies teacher regarding instructional practices

Staffing:

1. Ensure that all students are being taught by qualified teachers who possess the necessary credentials to serve students at high levels and can serve as the teacher of record for classes they instruct.
2. Seek ways to build collaboration and consensus among staff in providing a quality education for all students.
3. Actively recruit qualified staff and provide necessary incentives to not only hire but retain throughout the school year.
4. Observe all staff in a timely manner both formally and informally providing verbal and written feedback on performance.

Special Populations

1. Ensure each school is adequately supported with certified EE and EL certified staff.
2. Ensure all special populations are being effectively served.
3. Ensure all IEP's and support plans are always maintained up to date.
4. Regularly collaborate with your assigned English Learners and Exceptional Ed Coaches for collaboration and support.

Collaboration

1. Provide team building opportunities among staff and school administration.
2. Organize a voluntary staff advisory group to support and advise school leadership.
3. Review administrative briefing process to ensure consistency and understanding of the work.
4. Host monthly listening sessions with parents, staff, and students (separately) providing opportunities for listening to understand.
5. Communicate with parents in writing each time children receive a change in their classroom teacher.
6. Utilize the Office of Charter Schools as a sounding board for ideas, concerns, and challenges so we can do this work together.

VI. Support:

The office of Charter schools stands ready to support Knowledge Academies Inc. in addressing the findings noted in this report. The Knowledge Academies Inc. support plans (3) will be amended in collaboration with school leadership to include support for the recommendations noted.

CC: Dr. Adrienne Battle, Director of Schools
Dr. Sharon Griffin, Chief of Innovation
David Sevier, MNPS Board of Education
Melissa Roberge, Metro Legal
Tennessee Department of Education



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2020 Charter School Application Review Reports

Office of Charter Schools
April 28 , 2020

Objective

1. Request the Board of Education to determine if any or all of the Five (5) Charter Applications submitted will be Approved or Denied
2. Consider and vote on each application separately



Rating Characteristics

Meets the Standard

- Response reflects a thorough understanding of key issues and alignment within all areas of the proposal- **Academics, Operational, Finance**. Reflects thorough preparation and presents a clear, realistic picture of how the school/applicant will operate at a high level and inspire confidence to carry out an effective plan

Partially Meets Standard

- Response meets the criteria in some respects, but lacks detail and/or requires additional information in one or more areas

Does Not Meet Standard

- Response has substantial gaps in a number of areas and the review team has no confidence the applicant can deliver a high-quality educational option to the students in Davidson County



Nashville Collegiate Prep

KIPP Southeast Nashville College Prep Elementary School

- Dr. Gina Smallwood, Coordinator of Gifted and Talented, MNPS
 - Adrienne Useted, Consultant
 - Aliya Washington, Director of Elementary Literacy, MNPS
 - Dr. Gay Burden, Consultant
 - Diane Denney, Exceptional Education Coach, MNPS
- Laseanda Sanders, Coordinator of School Counseling Services, MNPS
 - Brian Hull, Director of Resource Strategy, MNPS
 - Dr. James Starron, English Learner Coach, MNPS
 - Jessica Slayton, Director of Mathematics, MNPS
 - Kori Lyons, Analyst Financial II, MNPS
 - Katherine Poulos, Consultant



Ivy Prep Academy

KIPP Southeast Nashville College Prep Middle School

KIPP Antioch College Prep High School

- Katy Enterline, Director of Talent Management, HR, MNPS
- Daniel Killian, Director Exceptional Education of Fiscal State Reporting and Monitoring, MNPS
 - Dr. Alyson Lerma, Director of Grant Management, MNPS
 - Michelle Doane, Consultant
 - Ricky Caldwell, Exceptional Education Coach, MNPS
 - Dr. Joseph Gordon, Coordinator of School Counseling Services, MNPS
- Dr. Matthew Nelson, Director Advanced Academics Talent Development, MNPS
 - Alyssa Udovitsch, English Learner Coach, MNPS
 - Todd Wigginton, Director of Instruction Elementary, MNPS
 - Dr. Jennifer Berry, Director STEAM Science, MNPS
 - Ashley Montgomery, Consultant





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2020 Charter School Application Review Reports

Nashville Collegiate College Prep

Office of Charter Schools
April 28 , 2020

Nashville Collegiate Prep

Academic Plan Indicators

Rating: Partially Meets

Academic Program Design

- The applicant did not have a clear description of the community where the school will be located
- The professional development model that will be implemented with teachers was inadequate
- The application failed to provide evidence/answers in the application and the capacity interview about the recruitment of English Language teachers and teachers with dual certification
- The application lacked information about the plan to support the fine arts block and if it will be used for RTI time
- The applicant did not provide a plan to execute clear instructional strategies for a diverse population of unique learners
- Information around Social Studies and Science was absent from the application
- The applicant did not address the Balanced Literacy Block



Nashville Collegiate Prep

Operations Plan Indicators

Rating: Partially Meets

Operations Program Design

- The applicant identified a partnership between ReThink Forward, NEI and Trevecca Nazarene University
- The applicant identified the treasurer for NEI, Rebeca Dinda , will oversee several academic areas when the school opens. Since Ms. Dinda currently resides in Florida, there was no information how this oversight would be conducted, or how she will be releasing this oversight back to the school
- The application identified that the governing board will only have three members at the start of the school
- The application lacked a process or reasonable timeline for the development of an advisory council



Nashville Collegiate Prep

Operations Plan Indicators

Operations Program Design (2)

Rating: Partially Meets

- The applicant identified NEI as the CMO to run Nashville Collegiate Prep
- A recent investigation concerning Knowledge Academies, Inc., which is operated by NEI, indicated multiple findings:
 - ✓ Exceptional Education students were not being properly served including required compensatory services
 - ✓ The network is struggling to maintain consistent certified staffing (31+ staff turnover)
 - ✓ Excessive long-term vacancies with a large number of un-certificated substitutes covering classes
 - ✓ Some substitutes are covering classes in excess of 20-days
 - ✓ Staff have been suspended pending investigations without required reporting to TDOE
 - ✓ The universal screener for students had not occurred as of February 24, 2020
 - ✓ Progress monitoring was not occurring up to February 2020
 - ✓ There is no ELA curriculum and staff are “piecemealing” materials due to no adoption
 - ✓ Classroom observations noted lecture and whole group instruction but found no inquiry-based instruction



Nashville Collegiate Prep

Financial Plan Indicators

Rating: Partially Meets

Financial Program Design

- The applicant lacked evidence to provide a plan since the contingency budget cut transportation in half to \$105,000 without addressing the impact on the student's ability to enroll if transportation is not provided in their area
- The applicant identified a management fee ranging from 2-11% of BEP. However, no explanation was provided on how the percentages would change over time, or how these changes could affect the final budget
- The applicant indicated they would be hiring a total of ten teachers for the middle school grades. However, they did not address what subjects and /or grade levels each teacher would be teaching
- The applicant identified a Lead teacher position would be eliminated due to the contingency budget cuts. However, there was no plan to address how the eliminated position would impact students receiving the needed supports given the tight teacher:pupil ratio in grades 5-8



Findings

After a thorough review of the application and based on the State Evaluation Rubric, the Office of Charter Schools has determined the following:

Review Team findings	Meets	Partially Meets	Does Not Meet	N/A
<u>Academics:</u>		✘		
<u>Operations:</u>		✘		
<u>Finances:</u>		✘		
<u>Past Performance:</u>				✘





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2020 Charter School Application Review Reports

Ivy Prep Academy

Office of Charter Schools
April 28 , 2020

Ivy Prep Academy

Academic Plan Indicators

Rating: Partially Meets

Academic Program Design

- The application lacked an appropriate number of staff for the career and art academic areas
- There was no clear plan outlined for meeting enrollment projections
- Arts and Career engagement were identified as a significant part of the mission statement, but the curricular choices were not yet available, and there was no plan included on how to grade arts and career education
- The applicant had only connected with one community organization at the time of the capacity interview
- The applicant identified external arts and career experts are needed to support the program
- The applicant did not identify any Business Partners that have committed to the school
- The applicant detailed that staffing for several of the selected courses will be filled from an undetermined pool of community volunteers
- The RTI2 implementation guide lacked detail to implement differentiated instruction
- A clear plan to support special populations and at-risk students was not outlined
- There is no clear description on how the applicant will help re-mediate students



Ivy Prep Academy

Operations Plan Indicators

Rating: Partially Meets

Operations Program Design

- The applicant failed to evidence how a loan to cover start-up costs will be paid off over the course of the charter
- A facility site/location was not finalized at the time of the capacity interview
- The application did not adequately describe a robust marketing plan to secure highly effective teachers, but it did evidence how teachers would be required to work longer hours at a lower salary than other area teachers
- A concrete plan to support, develop and evaluate both teachers and leaders was not evidenced as being developed
- The application lacked evidence about how educators will be trained in data analysis and action planning
- The application did not identify a contractor to provide transportation



Ivy Prep Academy

Financial Plan Indicators

Rating: Does not Meet

Financial Program Design

- The initial salary estimates are equivalent to teachers in MNPS, but the application documents extra responsibilities for teachers
- There is no salaried employee identified to lead the financial process
- There was no evidenced budget plan of CSP Funds
- The applicants staffing plan in the budget narrative did not align with the staffing plan in the budget tool
- The applicant evidenced a Cash flow deficit in the first month at \$393,307 with no plan to address the deficit



Findings

After a thorough review of the application and based on the State Evaluation Rubric, the Office of Charter Schools has determined the following:

Review Team findings	Meets	Partially Meets	Does Not Meet	N/A
<u>Academics:</u>		✘		
<u>Operations:</u>		✘		
<u>Finances:</u>			✘	
<u>Past Performance:</u>				✘





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2020 Charter School Application Review Reports

**KIPP Southeast Nashville College Prep
Elementary School**

Office of Charter Schools
April 28 , 2020

KIPP Southeast Nashville College Prep Elementary School

Academic Plan Indicators

Rating: Partially Meets

Academic Program Design

- The applicant's proposed RTI process and program did not efficiently address how it will improve student outcomes
- The ability to meet the needs of English Learners and a plan to retain them was not adequately addressed
- The application did not address EL students who need 60 minutes of language instruction a day
- The application lacked detail around how student assessment data would be used to support EL student practices
- The application did not address a plan of how the school will avoid developing a pattern of disproportionality
- The applicant did not articulate how the service of English Learners was a priority in the academic plan
- There is little evidence to effectively provide individualized and appropriate academic supports to students with disabilities and English Learners
- The application did not adequately describe the academic plan for all students including EL and high-risk students



KIPP Southeast Nashville College Prep Elementary School

Operations Plan Indicators

Rating: Partially Meets

Operations Program Design

- There is no evidence documented in the application that the current KIPP team has the capacity to manage the start-up of all 3 schools in addition to managing the seven (7) existing schools
- The applicant did not include information on a specific location and needs especially if a new building is required
- There is no timeline for identifying, financing, renovating, and ensuring code compliance
- There is no detailed plan for obtaining highly qualified EL certified teachers
- The application did not address situations involving students who are homeless or in foster care
- The applicant did not fully address providing transportation for students if the need arises



KIPP Southeast Nashville College Prep Elementary School

Financial Plan Indicators

Rating: Meets

Financial Program Design

- The application evidenced that the extensive fiscal policies and procedures can guide the KIPP network
- The application referenced KIPP has adequate support and relationships to be financially stable
- There is limited evidence to support the need for extensive PD aligned to the specific needs of the diverse school population



KIPP Southeast Nashville College Prep Elementary School

Past Performance Indicators

Rating: Partially Meets

Past Performance Summary:

- The application did not address key information concerning past performance of KIPP's other Nashville elementary schools
- Nashville KIPP Elementary School demonstrated level five (5) TVAAS growth that meets standards and was designated as a Reward School for SY19. However, the school did not provide evidence it is on track to meet the achievement target for the 2019-2020SY.
- KIPP College Prep Elementary does not have growth data and will not have that data due to the abrupt closing of SY20.



Findings

After a thorough review of the application and based on the State Evaluation Rubric, the Office of Charter Schools has determined the following:

Review Team findings	Meets	Partially Meets	Does Not Meet	N/A
<u>Academics:</u>		✘		
<u>Operations:</u>		✘		
<u>Finances:</u>	✘			
<u>Past Performance:</u>		✘		





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2020 Charter School Application Review Reports

KIPP Southeast Nashville College Prep Middle School

Office of Charter Schools
April 28 , 2020

KIPP Southeast Nashville College Prep Middle School

Academic Plan Indicators

Rating: Partially Meets

Academic Program Design

- The applicant's proposed RTI process and program inefficiently addressed how it will improve student outcomes
- The ability to meet the needs of English Learners and a plan to retain them was inadequately addressed
- The application did not address EL students who need 60 minutes of language instruction a day
- The application lacked detail around how student assessment data would be used to support EL student practices
- The plan, in the application, did not address how the school will avoid developing a pattern of disproportionality
- The applicant did not articulate how the service of English Learners was a priority in the academic plan
- The applicant provided limited evidence that appropriately individualizes and academically supports students with disabilities and English Learners
- The application did not adequately describe the academic plan for all students including EL and high-risk students



KIPP Southeast Nashville College Prep Middle School

Operations Plan Indicators

Rating: Partially Meets

Operations Program Design

- There is no evidence documented in the application that the current KIPP team has the capacity to manage the start-up of all 3 schools in addition to managing the seven (7) existing schools
- The application lacked information on a specific location and needs was not provided, especially if a new building is needed
- There is no timeline for identifying, financing, renovating, and ensuring code compliance
- There is no detailed plan for obtaining highly qualified EL certified teachers
- The application did not address situations involving students who are homeless or in foster care
- The applicant did not fully address providing transportation for students if the need arises



KIPP Southeast Nashville College Prep Middle School

Financial Plan Indicators

Rating: Meets

Financial Program Design:

- The application evidenced that the extensive fiscal policies and procedures can guide the KIPP network
- The application identified that KIPP has adequate support and relationships to be financially stable
- The application provided limited evidence to support the need for extensive Professional Development aligned to the specific needs of the diverse school population



KIPP Southeast Nashville College Prep Middle School

Past Performance Indicators

Rating: Meets

Past Performance Summary:

- KIPP Southeast College Prep Middle School evidenced the capacity to assist in improving student performance
- Both of the KIPP Nashville middle schools have demonstrated a growth pattern that meets standards on the Performance Framework
- KIPP Academy Middle and KIPP Nashville College Prep both earned a level five (5) TVAAS growth score in the past two years



Findings

After a thorough review of the application and based on the State Evaluation Rubric, the Office of Charter Schools has determined the following:

Review Team findings	Meets	Partially Meets	Does Not Meet	N/A
<u>Academics:</u>		✘		
<u>Operations:</u>		✘		
<u>Finances:</u>	✘			
<u>Past Performance:</u>	✘			





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2020 Charter School Application Review Reports

KIPP Antioch College Prep High School

Office of Charter Schools
April 28 , 2020

KIPP Antioch College Prep High School

Academic Plan Indicators

Rating: Partially Meets

Academic Program Design

- The applicant's proposed RTI process and program inefficiently addressed how it will improve student outcomes
- The application did not provide use of assessment data to inform support practices for EL students
- The applicant did not address how the school will avoid developing a pattern of disproportionality
- The capacity interview identified how retention rates at the current high school are high in grades 9 to 11 and rates are very low in 12th grade
- The applicant did not clearly articulate how the service of English Learners was a priority in the academic plan
- There is a lack of detail in providing individualized and appropriate academic supports to students with disabilities and English Learners
- The application provided limited access to re-taking courses which could lead to student retentions/ withdrawals
- "AP for all" did not provide evidence that it will support serving all children
- The application did not adequately describe the academic plan for all students including EL and high-risk students



KIPP Antioch College Prep High School

Operations Plan Indicators

Rating: Partially Meets

Operations Program Design

- There is no evidence documented in the application that the current KIPP team has the capacity to manage the start-up of all 3 schools in addition to managing the seven (7) existing schools
- The applicant's proposed RTI process and program insufficiently addressed how it will effectively improve student outcomes
- The application lacked information on a specific location and needs, especially if a new building is not feasible
- The application was missing the timeline for identifying, financing, renovating, and ensuring code compliance
- The application had no detailed plan for obtaining highly qualified EL certified teachers
- The applicant did not address situations involving students who are homeless or in foster care
- The applicant did not fully address concerns around transportation for students if the need arises



KIPP Antioch College Prep High School

Financial Plan Indicators

Rating: Meets Expectations

Financial Program Design

- The application evidenced that the extensive fiscal policies and procedures can guide the KIPP network
- The applicant identified that KIPP has adequate support and relationships to be financially stable
- The application provided limited evidence to support the need for extensive Professional Development aligned to the specific needs of the diverse school population



KIPP Antioch College Prep High School

Past Performance Indicators

Rating: Does not Meet

Past Performance Summary:

- The current KIPP Nashville High School has not demonstrated a growth pattern that meets standard on the Performance Framework
- In both the 2017-2018 and 2018-2019 school years, the school earned a TVAAS growth of a level one (1) which is far below the standard
- KIPP Collegiate High School's attrition rates increased from grade 9 to 11 and decreased at grade 12



Findings

After a thorough review of the application and based on the State Evaluation Rubric, the Office of Charter Schools has determined the following:

Review Team findings	Meets	Partially Meets	Does Not Meet	N/A
<u>Academics:</u>		✘		
<u>Operations:</u>		✘		
<u>Finances:</u>	✘			
<u>Past Performance:</u>			✘	



**Metropolitan Nashville Public Schools
Sales Tax Collections
As of April 20, 2020**

General Purpose Fund

MONTH	2019-2020 Projection	TOTAL 2019-2020 COLLECTIONS	\$ Change For Month - FY19 Projection	% Change For Month - FY19 Projection	% Increase / Decrease Year To-Date
September	\$13,594,340.95	\$14,211,896.34	\$617,555.39	4.35%	4.35%
October	21,663,875.99	21,405,690.18	(\$258,185.81)	-1.21%	1.01%
November	21,989,593.61	21,953,492.63	(\$36,100.98)	-0.16%	0.56%
December	22,874,110.90	22,888,517.70	14,406.80	0.06%	0.42%
January	21,248,568.01	21,185,113.58	(\$63,454.43)	-0.30%	0.27%
February	27,321,063.24	29,053,496.57	\$1,732,433.33	5.96%	1.54%
March	19,478,108.59	20,198,069.86	\$719,961.27	3.56%	1.81%
April	20,444,959.21	18,688,724.39	(\$1,756,234.82)	-9.40%	0.57%
May	23,321,004.82				
June	22,750,215.49				
July	22,937,403.79				
August	23,507,255.40				
TOTAL	\$261,130,500.00	\$169,585,001.25	\$970,380.74		0.57%

Debt Service Fund

MONTH	2019-2020 Projection	TOTAL 2019-2020 COLLECTIONS	\$ Change For Month - FY19 Projection	% Change For Month - FY19 Projection	% Increase / Decrease Year To-Date
September	\$3,979,648.99	\$3,668,461.51	(\$311,187.48)	-8.48%	-8.48%
October	5,582,404.90	5,525,367.53	(\$57,037.37)	-1.03%	39.28%
November	5,739,141.37	5,666,769.64	(\$72,371.73)	-1.28%	61.38%
December	5,669,801.60	5,908,124.02	\$238,322.42	4.03%	72.70%
January	5,563,357.41	5,468,430.95	(\$94,926.46)	-1.74%	78.80%
February	6,847,373.38	7,499,466.03	\$652,092.65	8.70%	79.70%
March	4,999,774.08	5,213,649.19	\$213,875.11	4.10%	87.16%
April	5,022,732.65	4,824,047.72	(\$198,684.93)	-4.12%	88.53%
May	6,067,273.16				
June	5,825,137.05				
July	5,990,302.94				
August	6,117,652.47				
TOTAL	\$67,404,600.00	\$43,774,316.59	\$370,082.21		0.85%