



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – March 9, 2021 – 5:00 p.m.
Christiane Buggs, Chair

I. CONVENE and ACTION

- A. Call to Order
- B. Establish Quorum
- C. Pledge of Allegiance

II. PUBLIC PARTICIPATION

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

III. GOVERNANCE ISSUES- OUR ORGANIZATION

- A. Actions
 - 1. Consent
 - a. Approval of Minutes – February 9, 2021
 - b. Awarding of Purchases and Contracts
 - 1. Cummins, Inc.
 - 2. K12 Insight LLC
 - 3. Miracle Recreation Equipment Company, Inc.
 - 4. Personal Computer Systems, Inc.
 - 5. Sertifi, Inc.
 - 6. Unico Technology
 - c. Legal Settlement Claim (\$13,750)

IV. REPORTS

- A. Director's Report

V. ANNOUNCEMENTS

VI. ADJOURNMENT

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –
February 9, 2021

Members Present: Christiane Buggs, chair, Gini Pupo-Walker, Rachael Anne Elrod vice-chair, Emily Masters, Abigail Tylor, Sharon Gentry, John Little (virtually), and Fran Bush (virtually), Freda Player-Peters (arrived at 5:35 p.m.)

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

CONVENE AND ACTION

- A. Call to Order
Christiane Buggs called the meeting to order.
- B. Pledge of Allegiance – Led by Dr. Springer, Chief of Student Services.

PUBLIC PARTICIPATION

- A. Kevin Walker – Mr. Walker addressed the Board concerning a program for MNPS students.
- B. Vanessa Barnes – Ms. Barnes addressed the Board concerning her support of the personalized learning plan.
- C. Sonya Thomas – Ms. Thomas addressed the Board concerning her support of the personalized learning plan.
- D. Cliff Myah – Mr. Myah addressed the Board concerning his support for the personalized learning plans. He also spoke on behalf of Nina Lockhart and expressed her support of the personalized learning plans.
- E. Bishop Umiko Jones – Bishop Jones addressed the Board concerning his support for the personalized learning plans.
- F. Leslie Marrale – Ms. Marrale asked the Board that 5th grade transition to Crieve Hall Elementary for the 2020-21 school year.

GOVERNANCE ISSUES

A. 1. Consent

- a. Approval of Minutes - 11/10/2021, 11/24/2021 and 01/12/21 - Meetings**
- b. Awarding of Purchases and Contracts**
 - 1. Bomar Construction Company, Inc.**
 - 2. Bridges for the Deaf & Hard of Hearing**
 - 3. Case Restoration Company**
 - 4. Rock City Construction, LLC**
 - 5. W.E. O'Neil Construction Company of Tennessee**
 - 6. WEBCON, Inc.**
- c. Board Policy 1.106 Code of Ethics– Approved by Governance Committee**
- d. Elementary and Middle School Grade Realignment**
- e. Legal Settlement Claim (\$94,500)**

Motion to approve consent agenda

By Sharon Gentry, seconded Gini Pupo-Walker

Motion Passes

Vote: 5-0 (Emily Masters out of room, Fran Bush and John Little did not vote)

- 2. Ethics Committee Formation – The Board dismissed this item.**

DIRECTOR'S REPORT

- A. Director's Remarks – Dr. Battle and staff gave a report on Our Community.

ANNOUNCEMENT

- A. Emily Masters announced Dan Mills Elementary School will hold an All School Reads event in conjunction with a Black History Month Celebration on February 18th. She also announced on February 29th Litton Middle will hold a virtual open house and that the Optional Application Deadline is February 12th. She attended the Maplewood Academy Fair on February 4th.
- B. Gini Pupo-Walker thanked Randy Lowry, President of Lipscomb University for his service to MNPS.
- C. Rachael Anne Elrod announced the following Metro Council and Board of Education join meetings: HR Discussion February 18th at 5:00 p.m. and March 11th at 5:00 p.m. to discuss Social and Emotional Learning.
- D. Christiane Buggs announced that she will be hosting a virtual community forum on February 12th at 11:00 a.m.

Ms. Buggs adjourned the meeting at 6:10 p.m.



Chris M. Henson
Board Secretary

Christiane Buggs
Board Chair

Date

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Cummins, Inc.

SERVICE/GOODS (SOW): Cummins Community Development Grant for the McGavock High School Academy of Aviation and Transportation's Diesel pathway. Grant provides an electric engine kit for the students.

SOURCING METHOD: Grant

TERM: May 1, 2021 through June 1, 2022

FOR WHOM: McGavock High School students in the Academy of Aviation and Transportation

COMPENSATION: Total revenue to be received under this grant is estimated to be \$31,794.

OVERSIGHT: Career & Technical Education (CTE)

EVALUATION: Prompt payment of funds.

MBPE CONTRACT NUMBER: 7507348

SOURCE OF FUNDS: Cummins Community Development Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: K12 Insight LLC

SERVICE/GOODS (SOW): To provide targeted professional development in customer service to all MNPS Human Resources employees, as well as supply materials and training for staff development professionals to be able to provide future sessions to new employees for sustainability.

SOURCING METHOD: RFP 94153

TERM: March 10, 2021 through March 9, 2026

FOR WHOM: Human Resources

COMPENSATION: Contractor shall be paid in accordance with the terms and conditions of the contract.

Total compensation for this contract is not to exceed \$30,000.

OVERSIGHT: Human Resources

EVALUATION: Quality of services provided.

MBPE CONTRACT NUMBER: 7507172

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Miracle Recreation Equipment Company, Inc.

SERVICE/GOODS (SOW): For the purchase and installation of new playground equipment.

SOURCING METHOD: Cooperative Sourcewell 030117-LTS-4

TERM: Immediate Purchase

FOR WHOM: Whitsitt Elementary School

COMPENSATION: Total compensation for this purchase will not exceed \$ 46,432.

OVERSIGHT: Facility Maintenance & Construction

EVALUATION: Quality of products and timeliness of services provided

MBPE CONTRACT NUMBER: Purchase Order number pending Board approval.

SOURCE OF FUNDS: Federal Funds - Magnet School Assistance Program (MSAP) Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: Personal Computer Systems, Inc.

SERVICE/GOODS (SOW): For the purchase and installation of sixteen (16) Promethean Titanium Active Panels.

SOURCING METHOD: NCPA Cooperative 01-54

TERM Immediate Purchase

FOR WHOM: Glenview Elementary School and Amqui Elementary School

COMPENSATION: Glenview Elementary School - \$ 25,758
Amqui Elementary School - \$ 25,530

Total compensation for this contract will not exceed \$51,288.

OVERSIGHT: Learning Technology

EVALUATION: Quality and timeliness of services provided.

MBPE CONTRACT NUMBER: Purchase Order number pending Board approval.

SOURCE OF FUNDS: Federal Funds – Title I

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Sertifi, Inc.

SERVICE/GOODS (SOW): For the provision of a Secure Digital Signature and Workflow Program for MNPS contracts, documents, approvals, and other documents.

SOURCING METHOD: RFP 72161

TERM: March 10, 2021 through June 30, 2026

FOR WHOM: All MNPS Staff

COMPENSATION: Contractor shall be paid in accordance with the terms and conditions of the contract.

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

OVERSIGHT: Procurement

EVALUATION: Quality of goods and services provided.

MBPE CONTRACT NUMBER: TBD

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: Unico Technology

SERVICE/GOODS (SOW): For the purchase of the District's Anti-Virus software, PAN-XDR-PRVT Cortex XDR Prevent including 30 days of alerts plus Cortex XDR Premium Success.

SOURCING METHOD: Omnia Cooperative R 191902

TERM: March 22, 2021 through March 21, 2024

FOR WHOM: MNPS Students and Staff

COMPENSATION: Total compensation for this purchase will not exceed \$ 692,800.

OVERSIGHT: Technology & Information Services

EVALUATION: Quality of network performance and vendor support

MBPE CONTRACT NUMBER: Purchase Order number pending Board approval.

SOURCE OF FUNDS: Capital Funds

Focused Investments

FY2021-22 Budget Presentation



METRO
NASHVILLE
PUBLIC
SCHOOLS

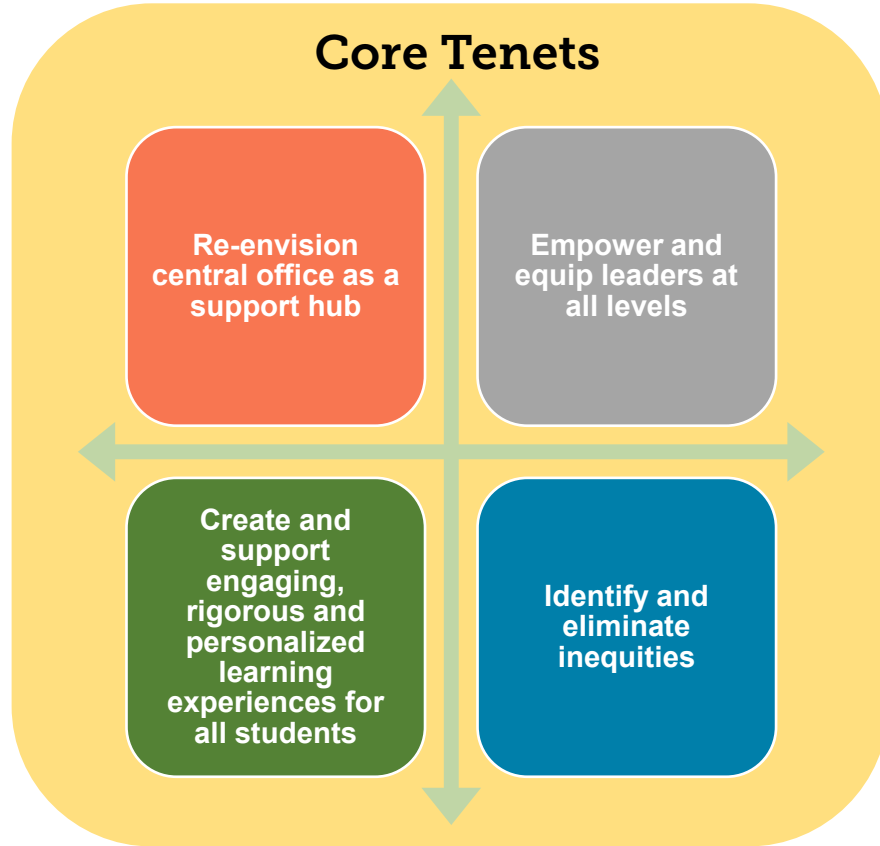
Core Tenets

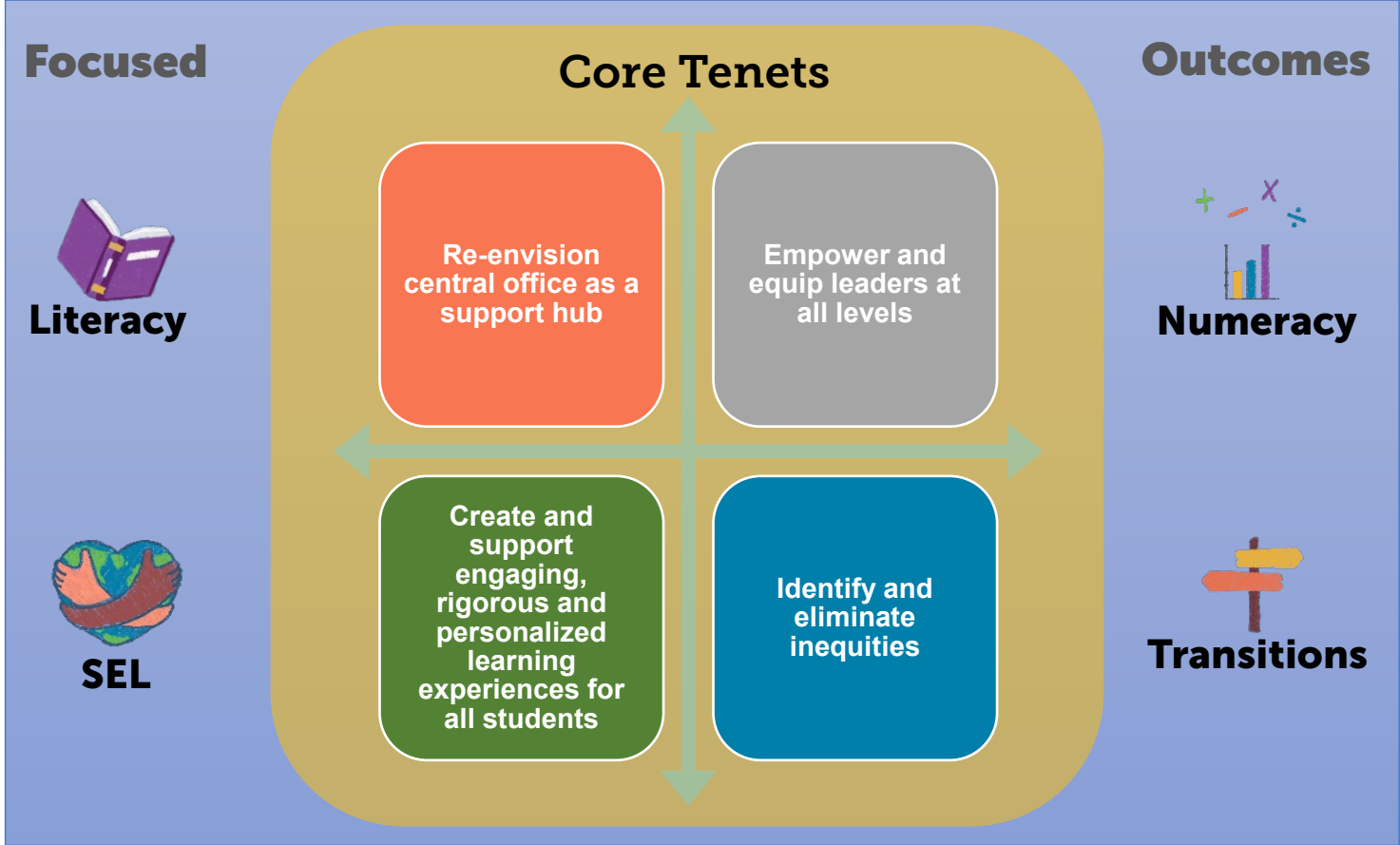
Re-envision
central office as a
support hub

Empower and
equip leaders at
all levels

Create and
support
engaging,
rigorous and
personalized
learning
experiences for
all students

Identify and
eliminate
inequities





New Website



SIGNATURE

Personalized Student Dashboard



INITIATIVES

Results-Focused Innovation



High Dosage Tutoring



Focused

Core Tenets

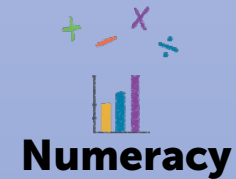
Outcomes



Literacy

Re- envision central office as a support hub

Empower and equip leaders at all levels



Numeracy



SEL

Create and support engaging, rigorous and personalized learning experiences for all students

Identify and eliminate inequities



Transitions

Central Office Support Hub



Navigators



Metro Schools ReimaginED



Literacy Reimagined



Innovative Health Response



Khoaching with Khan



Leadership Framework



Promising Scholars



Equity Roadmap



Virtual Help Centers





1,000

Q1 Q2 Q3

Q2 Q3

Q4

MNPS Operating Budget

Current Fiscal Year
2020-21

Current Year: FY21 MNPS Operating Budget

- **\$933,652,100 approved by Metro Council**
 - Increase of \$19,176,500 (2.1% increase over FY20)
 - Continuation of FY20 mid-year 3% COLA for employees - **\$15.2 million**
 - Charter school transfer - **\$8.6 million**
 - FY21 employee step increase - **\$8.2 million**
 - Minimum wage increase to \$15/hour - **\$3.0 million**
 - Other inflationary increases including, Metro Gov. IT charges, etc. - **\$2.8 million**
 - Continuation of existing Pre-K program - **\$1.6 million**

Identified Budget Reductions

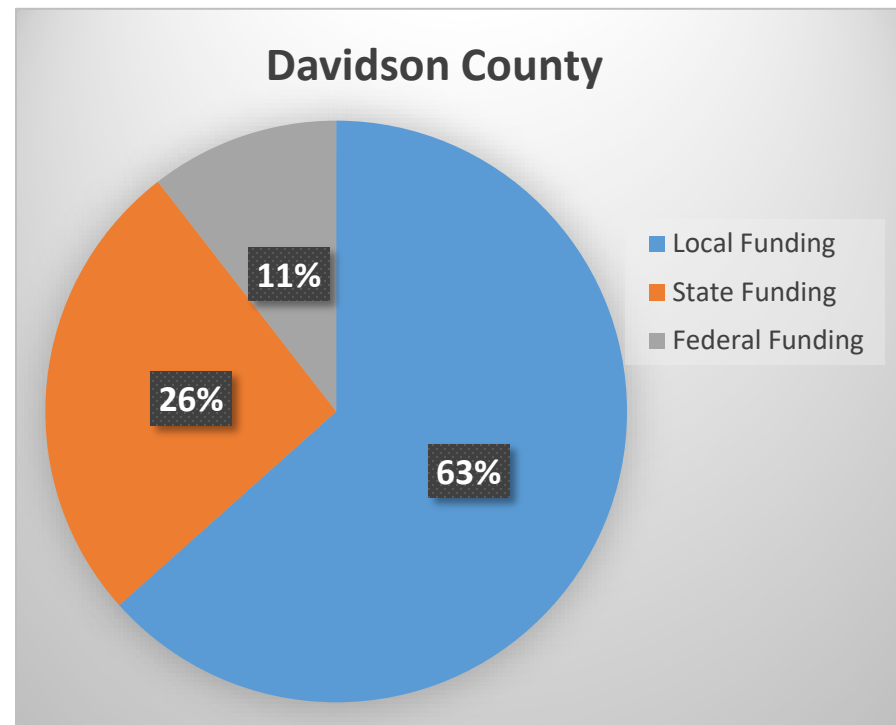
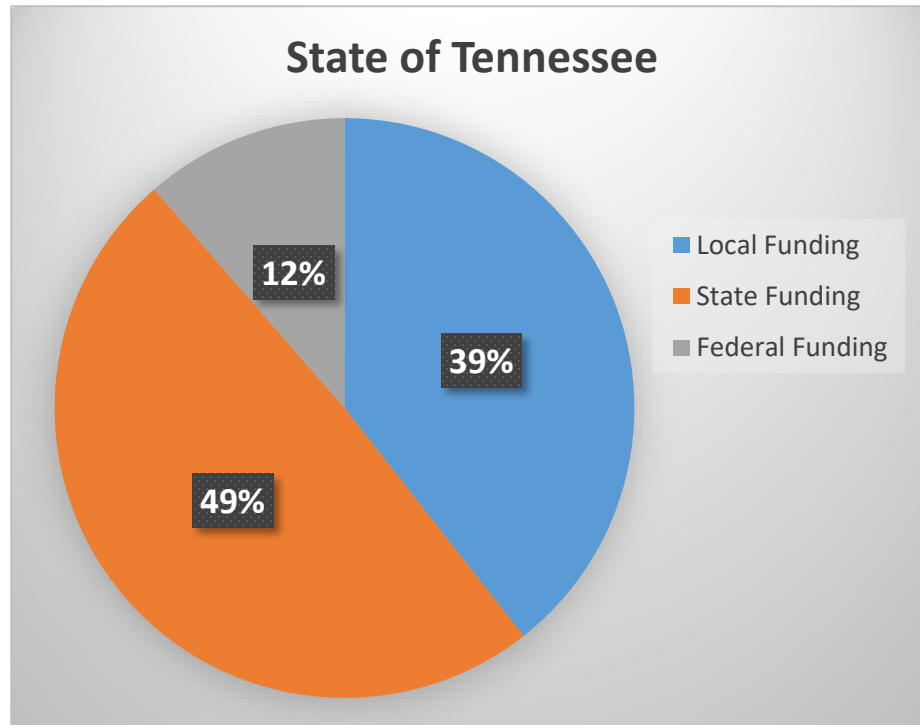
- **MNPS FY21 budget reductions**
 - MDHA Property Tax Increment - **\$5.3 million**
 - Various district-provided services - **\$5.2 million**
 - School consolidations - **\$4.0 million**
 - Schools' exception hire budget - **\$3.0 million**
 - Central Office reorganization - **\$1.0 million**
 - Custodial, grounds, and waste disposal - **\$749,000**

Impact of COVID-19

- **Forced to abandon our “aspirational” budget request**
- **Property tax increase was needed to avoid further budget reductions**
- **MNPS was required to identify over \$20 million in cuts to balance the budget**
- **\$26 million in federal CARES funding (\$3.3 million to non-public and charter schools)**
- **Mayor’s Office provided \$24 million in CARES funding for student and teacher laptops, hot spots, etc.**

Sources of Education Funding

State Formula Requires Greater Local Match in Nashville than Other Districts in Tennessee



FY21 Capital Spending Plan

Historic Investment in Learning Environments

Construction and Design Projects

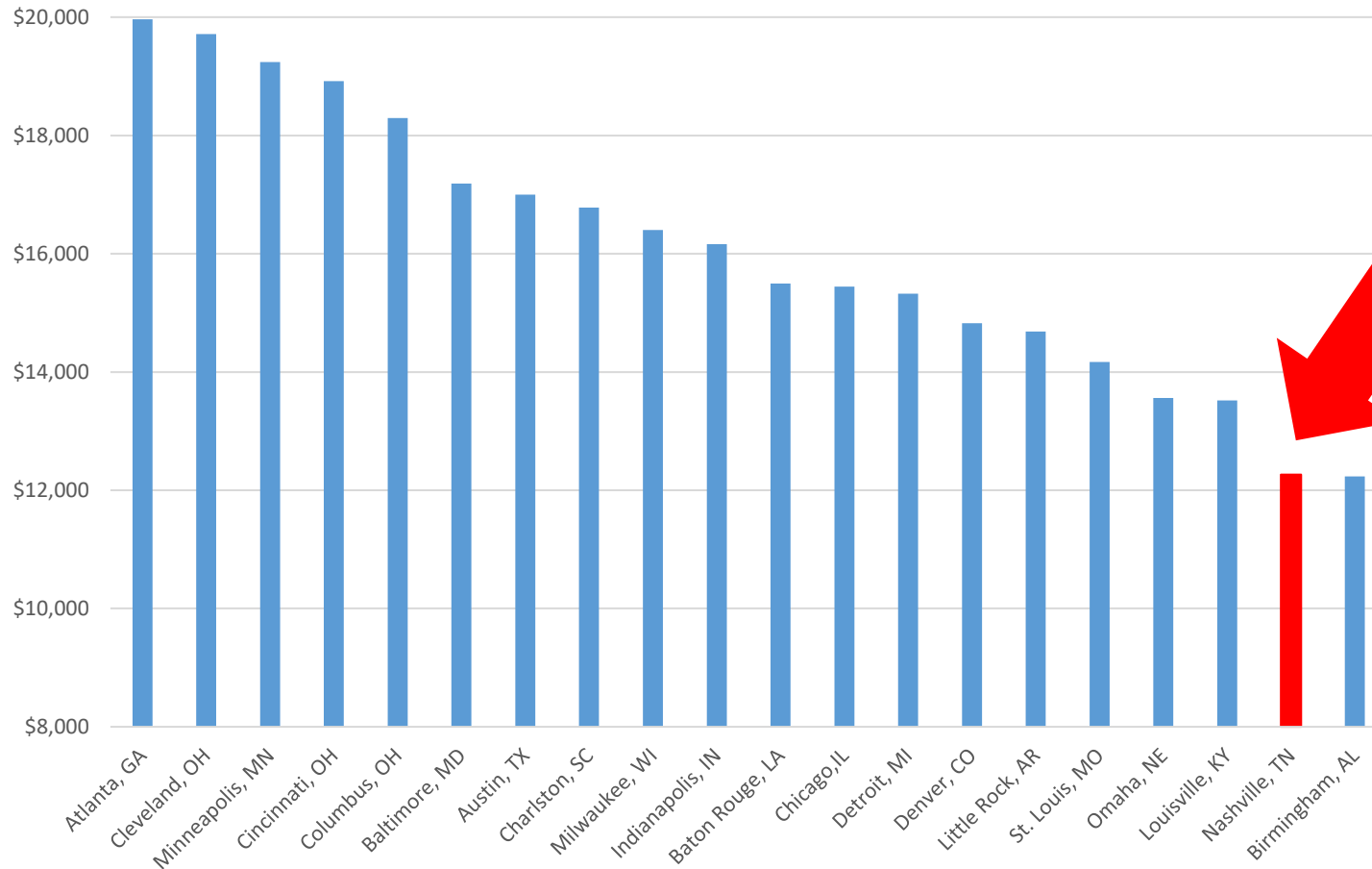
- **\$100,000,000 for a New Hillwood High School in Bellevue**
- **\$18,840,000 for an addition to Cane Ridge High School**
- **\$4,280,000 for the design phase of a new Cane Ridge Middle School**

District-Wide Projects

- **\$61,600,000 for HVAC Upgrades**
- **\$1,000,000 for Accessibility (ADA Compliance)**
- **\$250,000 for environmental remediation / testing**
- **\$5,000,000 for Emergency Construction & Contingency**

How Does our Funding Compare Nationally?

Per Pupil Funding by District

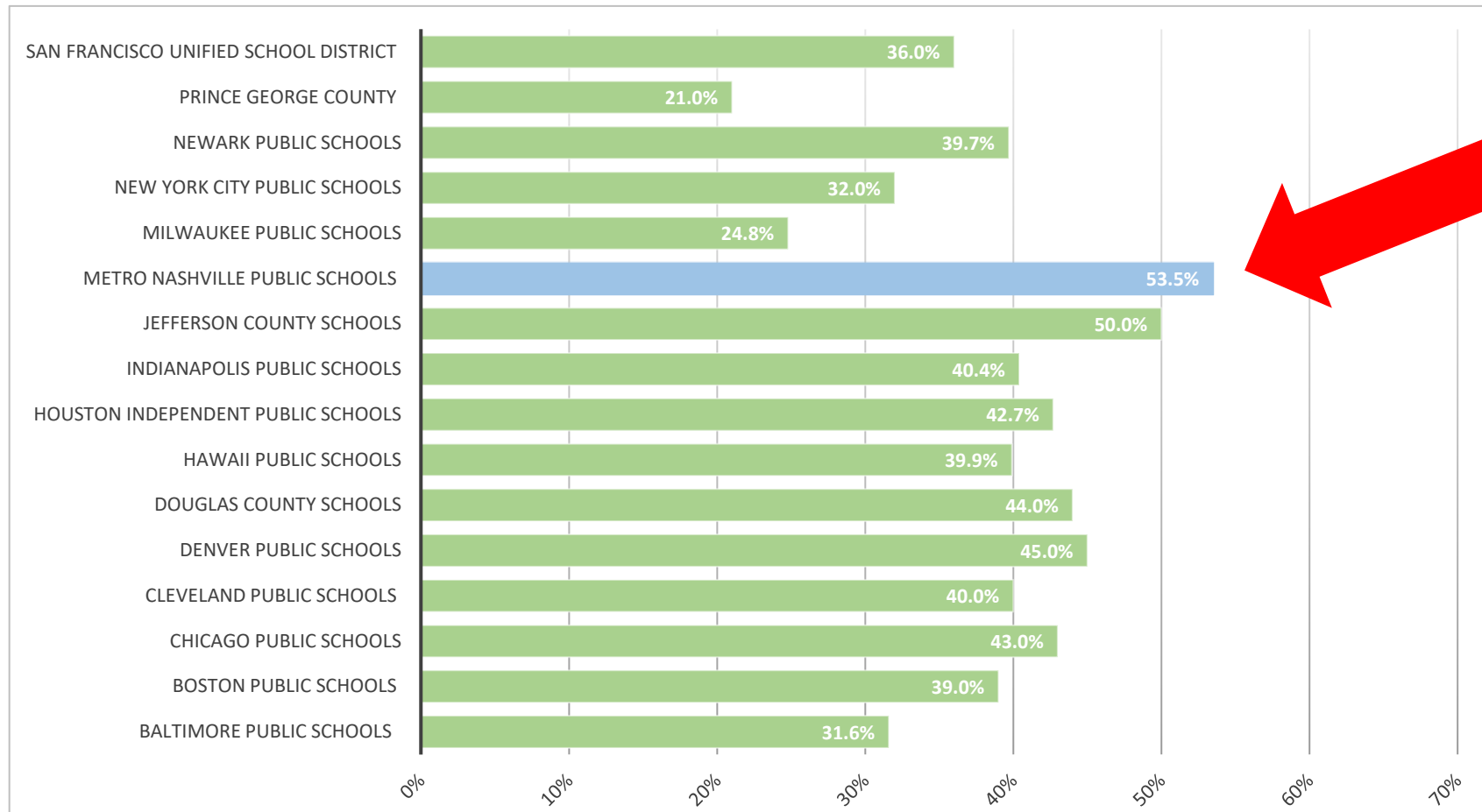


	Peer District	Per Pupil Funding
1	Atlanta, GA	\$19,964
2	Cleveland, OH	\$19,716
3	Minneapolis, MN	\$19,243
4	Cincinnati, OH	\$18,921
5	Columbus, OH	\$18,296
6	Baltimore, MD	\$17,189
7	Austin, TX	\$17,001
8	Charleston, SC	\$16,781
9	Milwaukee, WI	\$16,403
10	Indianapolis, IN	\$16,161
11	Baton Rouge, LA	\$15,494
12	Chicago, IL	\$15,442
13	Detroit, MI	\$15,326
14	Denver, CO	\$14,825
15	Little Rock, AR	\$14,683
16	St. Louis, MO	\$14,169
17	Omaha, NE	\$13,563
18	Louisville, KY	\$13,519
19	Nashville, TN	\$12,267
20	Birmingham, AL	\$12,234

*Includes Federal & Food Service Funds

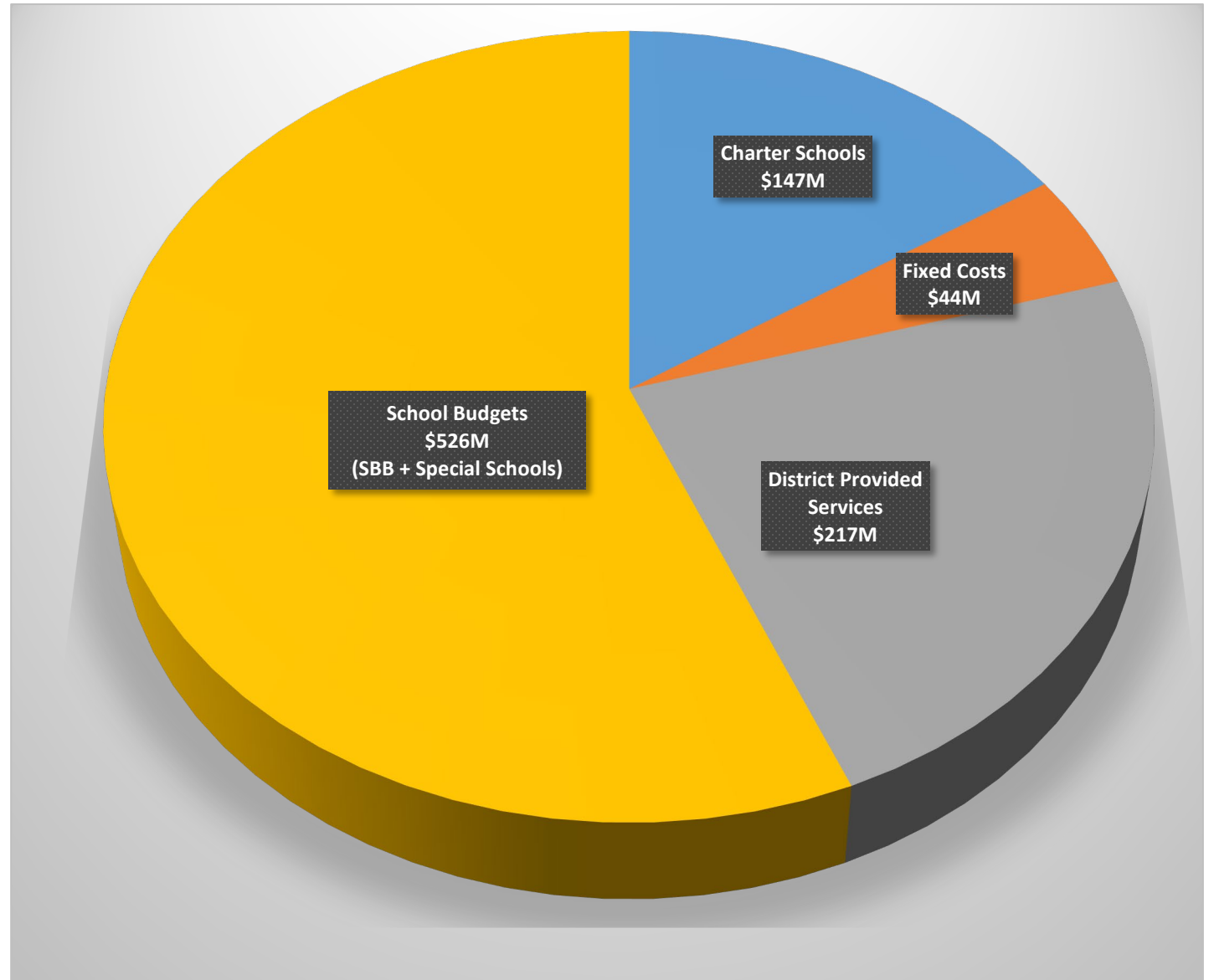
Source: National Center for Education Statistics, FY17

MNPS Allocates a High Percentage of Funding Directly to Schools



Source: Georgetown University, 2019

How the \$934 Million Operating Budget Serves Schools



School Board's FY 22 Budget Priorities



EMPLOYEE COMPENSATION



ACADEMIC & SOCIAL-EMOTIONAL LEARNING INTEGRATION



INSTRUCTIONAL MATERIALS & IMPLEMENTATION SUPPORT



INFRASTRUCTURE AND TECHNOLOGY SUPPORT



HUMAN RESOURCES



SCHOOLS OF INNOVATION



COMMUNITY & PARENT ENGAGEMENT

Continuity of Operations

Approximately 4% Inflationary Increase

Total Amended Operating Budget FY2020-2021	\$933,652,100
Certificated Salary Step	4,967,000
Certificated Insurance	8,300,000
Certificated Pension	93,000
Support Salary Step	2,701,000
Support Insurance Estimated Increase	1,852,000
Support Pension	687,000
Injury on Duty - Certificated	300,000
Building & Contents Insurance	1,057,000
Property Tax Refund - MDHA Transfer Estimated Increase	5,277,000
METRO IT Internal Service Fee/Radio Shop/Metro IOD, etc. Estimated Increase	1,000,000
Inflationary increases and other required expenditures	2,175,000
Charter Schools - Enrollment & per pupil increase	14,276,000
Student-Based Budget Reductions	(5,000,000)
Total Operating Budget for Baseline	\$971,337,100



Compensation Study

- **Mayor's Office in partnership with Nashville Public Education Foundation undertook a compensation study for teachers last year**
 - MNPS staff provided data and interviews to inform this work
 - Reviewing information developed in today's context
 - Mayor's Office will release study and proposal in coming weeks
- **Pay study for all employees**
 - We need to continue the progress made under this study to review pay for all other employees
 - Ensure we have fair, equitable, and competitive pay structures for staff



Competitive Pay

21-22

- Make significant down payment on an increase in teacher salaries to reflect their value to the city
- Provide to other employees to adjust for higher cost of living
- Continue review of support staff pay to be competitive with market and neighboring competition

22-23

- Implement pay plan for support and other certificated staff
- Funding for teacher pay to maintain progress and step increases

23-24

- Finalize increased pay scale adjustments for teachers to ensure we are competitive nationwide for high-quality teachers.
- Maintain cost-of-living adjustments to employee pay

Cost for Step Increase: Certificated - \$5M | Support - \$2.7M | Total - \$7,668,000

Cost for 1% COLA Increase: Certificated - \$5M | Support \$1.6M | Total - \$6,589,000



Additional Strategies and Costs

Recruitment Incentives

- \$1,875,000

Paid Family Leave

- \$4,000,000

Paid Veteran's Day

- \$2,000,000

Increased Support Days

- \$201,700

Evaluate and Revamp Pay Scales

- Cost TBD

Restructuring Longevity Pay

- \$3,246,900 for Support
- \$7,425,400 for Certificated

Expanded Staff Development

- \$4,8000,000 for 20% of staff



Advocacy Centers and Specialists

- \$5,810,000

Restorative Practice Assistants

- \$2,025,537

Alternative Learning Center Redesign

- \$571,663

Reduce Student-to-Counselor Ratio

- \$5,212,971

Navigators

- \$1,920,594

Expand Community Achieves and Partnership Support

- \$7,111,561

Professional Development Redesign

- \$245,150

Expansion of Virtual School Options

- \$1,986,189



ACADEMIC & SOCIAL-EMOTIONAL LEARNING INTEGRATION

English Learner Teacher Certifications

- \$185,235

Metro Schools ReimaginED

- \$321,280

Course and Grading Alignment

- \$112,000

Transition Coordinator

- \$116,752

Numeracy Support

- \$342,075

Dyslexia Coordinator

- \$85,600

Reduce Student-to-School-Psychologist Ratio

- \$545,848



Textbooks and Instructional Support

- **\$3,700,000 includes funding for:**
 - ELA adoption materials
 - Science and Social Studies textbooks
 - Supplemental materials for CTE and advanced academics
 - Integration between Schoology and Infinite Campus
- **Additional funds allocated through ESSER 2.0**



INFRASTRUCTURE AND TECHNOLOGY SUPPORT

Technology Device Support

- \$751,600

Student Helpline Support

- \$222,222

School-based Instructional Technology Leads

- \$400,000

Student Device Refresh

- \$6,148,000

Teacher Device Refresh

- \$1,800,000

Fully Staff Technology Services Team

- \$350,000



INFRASTRUCTURE AND TECHNOLOGY SUPPORT

Construction Project Manager

- \$127,044

Sustainability Manager

- \$129,080

DBE Participation Consultant

- \$100,000

Maintenance Supplies/Materials

- 2,000,000



Staff Development and Leadership Pipeline

- \$407,909

HR Support Hub

- \$576,071



SCHOOLS OF INNOVATION

Continuity of Schools of Innovation Operations

- \$2,787,520

Retain and Recruit Effective Teachers and Leaders

- \$767,000

School-based Substitutes

- \$421,200

Extended Learning Time

- \$4,518,000

Success Coaches

- \$670,608

Teacher Residency

- \$324,000



Parent Outreach Translators

- \$818,240 for an additional 20 translators to support family engagement by decreasing communications barriers.

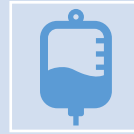
ESSER Overview

ESSER 1:

\$26 million allocation
[\$3.3 million pass through to charter and non-publics]

ESSER 2:

\$123 million allocation
[\$19.2 million pass through to charter]



One-time infusion



March 2020- September 2023
Reimbursement based on TDOE-approved application



Learning loss/acceleration, facility improvements, long-term closures, unique needs of special populations, educational technology, mental health, maintenance of operations due to the pandemic



More than \$24 million of ESSER 2 allocated directly to schools

ESSER 2 Funding (FY21 & 22)

Covid Operations \$51 million

- Meharry Partnership \$18 million
- Facility Air Quality Improvements \$11.2 million
- Additional Nurses \$4.7 million
- Hotspot Data Plans \$1.5 million
- Nutrition Services \$7 million
- COVID-19 Bonus \$7.8 million (additional \$3.2 million from BEP temporary increase)

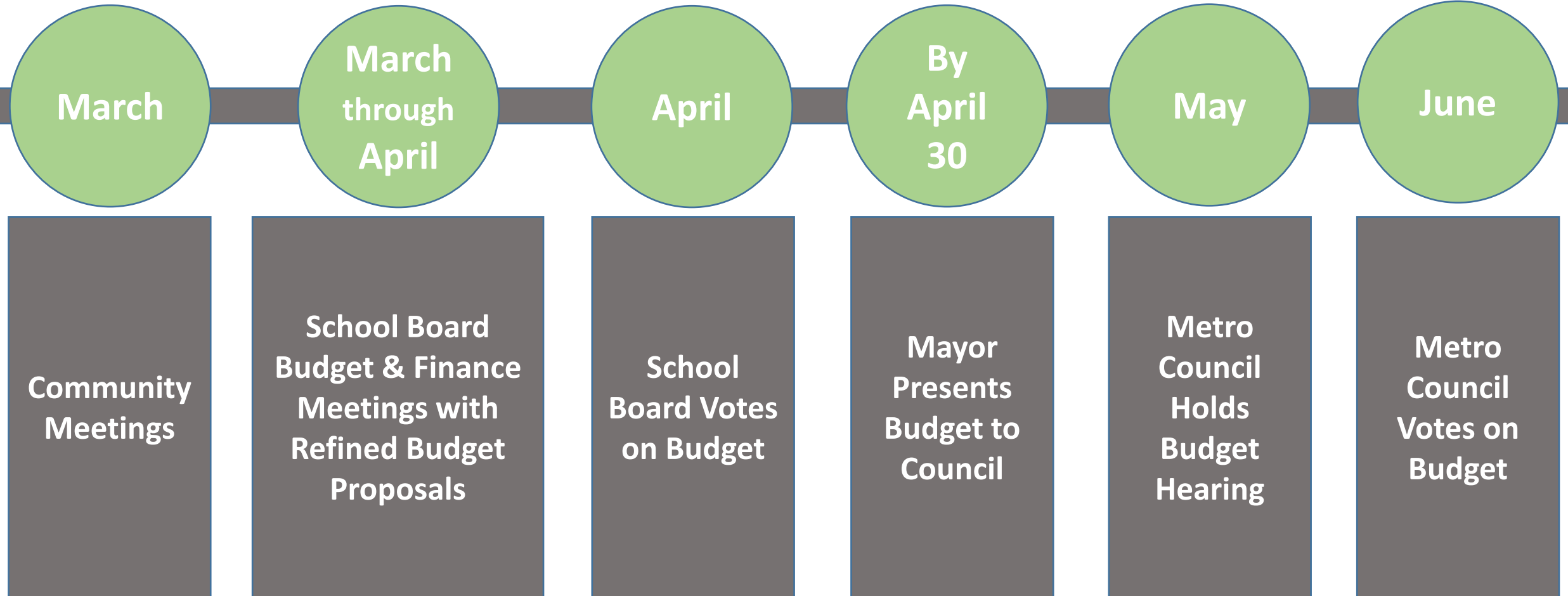
Academics & SEL \$52 million

- Direct to schools \$24.4 million
- Summer Supports \$10.5 million
- Intervention Programs \$3.3 million
- Professional Development \$2 million
- Literacy Framework \$9 million
- Advocacy Centers/Mental Health Support \$2 million
- Navigator Support/Virtual Help Center \$500,000
- Family/Staff Pulse Checks \$135,000

Transitions \$650,000

- Personalized Student Dashboard \$100,000
- Postsecondary Transition Support \$150,000
- On-Track Graduation Support \$200,000
- Promising Scholars Residency \$200,000

What Happens Next in Budget Approval?



Community Engagement

Teams Live Events

- Saturday, March 13
at 10:00AM
- Monday, March 22
at 6:00PM



WHAT HEADLINE DO
WE WANT TO SEE?