

MINUTES

Board of Education Regular Meeting/Budget Work Session

April 7, 2026 4:00 PM

MCS Administrative Offices

<p>I. CALL TO ORDER Procedural Item Present: Mr. Butch Campbell, Ms. Karen Dodd, Ms. Barbara Long, Ms. Amanda Moore, Mrs. Jeanette Price, Mr. Jimmy Richardson III, Absent: Mr. David Settles.</p> <p>In attendance: Dr. Trey Duke, Sheri Arnette, Angela Fairchild, Lisa Trail, Don Bartch, Daniel Owens, Ken Rocha, Maria Johnson, Jaci Saunders, Kim Fischer, Beth Prater, Tyra Murray, Amanda Adams, Autumn DePriest, Maryam Hill, Brian Rome, Cynthia Hopkins, Carla Offutt, Chris George, Ron McDaries, Jenny Oritz, Brandie Garland, Larry Willeford, Dr. Caitlin Bullard</p> <p>Assistant City Attorney Lauren Bush and City Liaison Bill Shacklett</p>	<p>Chair Amanda Moore</p>
<p>A. Pledge of Allegiance Procedural Item The Pledge of Allegiance was led by Ms. Jenny Ortiz, Principal at Overall Creek Elementary.</p>	
<p>B. Moment of Silence Procedural Item</p>	
<p>II. APPROVAL OF AGENDA Action Item Motion to approve the amended agenda. This motion, made by Mr. Butch Campbell and seconded by Ms. Karen Dodd, passed. Yea: 5, Nay: 0, Absent: 2 Motion to amend the agenda to include a contract for the Bradley Academy ceiling as an action item. This motion, made by Ms. Barbara Long and seconded by Mr. Butch Campbell, passed. Yea: 5, Nay: 0, Absent: 2 Dr. Duke requested that the agenda be amended to add a contract for the Bradley Academy ceiling that will be presented to the city council on Thursday, April 9, 2026. Because of the timeline to get this project started, he wanted the Board to be aware of this before it goes before the city council.</p>	<p>Chair Amanda Moore</p>
<p>III. PUBLIC COMMENT Procedural Item</p>	<p>Chair Amanda Moore</p>
<p>IV. CONSENT ITEMS Consent Agenda Motion to approve consent agenda. This motion, made by Ms. Barbara Long and seconded by Ms. Karen Dodd, passed. Yea: 5, Nay: 0, Absent: 2</p>	<p>Chair Amanda Moore</p>
<p>A. Approval of 3-24-26 Board Minutes Consent Item</p>	
<p>B. Approval of Student Fees Consent Item</p>	
<p>C. Approval of Contract-Omnia Lowes Contract Consent Item</p>	
<p>V. ACTION ITEMS Action Item</p>	<p>Chair Amanda Moore</p>
<p>A. Approval of Contract-Amerigis Staffing Action Item</p>	<p>Dr. Trey Duke</p>

<p>Motion to approve Contract-Amerigis Staffing. This motion, made by Mr. Butch Campbell and seconded by Ms. Barbara Long, passed. Yea: 5, Nay: 0, Absent: 2</p>	
<p>B. Approval of Contract-Omnia Dell Contract Action Item Motion to approve Contract-Omnia Dell Contract. This motion, made by Ms. Barbara Long and seconded by Mrs. Jeanette Price, passed. Yea: 6, Nay: 0, Absent: 1</p>	<p>Dr. Trey Duke</p>
<p>C. Approval of Contract-Bradley Academy Ceiling Action Item Motion to approve Contract for Bradley Ceiling. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Barbara Long, passed. Yea: 6, Nay: 0, Absent: 1</p>	<p>Dr. Trey Duke</p>
<p>D. Approval of Board Policy 1.401-Public Participation in Board Meetings on First Reading Action Item</p>	<p>Ms. Lauren Bush</p>
<p>VI. REPORTS AND INFORMATION Information Item Motion to approve Board Policy 1.401-Public Participation in Board Meetings on First Reading. This motion, made by Ms. Barbara Long and seconded by Mr. Butch Campbell, passed. Yea: 6, Nay: 0, Absent: 1</p>	<p>Chair Amanda Moore</p>
<p>A. Budget Discussion: Extended School Program FY27 Budget School Nutrition FY27 Budget General Purpose FY27 Budget Information Item 2026-2027 Extended School Program (ESP) Budget Ms. Cynthia Hopkins reviewed the 2026-2027 ESP budget with the Board, highlighting program changes designed to strengthen quality and competitiveness in a school choice environment. Dr. Trey Duke noted that the primary increases in the ESP budget are attributed to indirect costs, staff pay increases, and one-on-one support. Board Member Jimmy Richardson commended Ms. Hopkins on the program, describing it as providing important wrap-around services for students. Dr. Duke added that ESP was identified by parents as the most valuable program offered and stated that the district will continue to leverage its quality as a recruitment tool. Board Member Barbara Long inquired whether the program is self-sustaining. Ms. Hopkins confirmed that the program is self-funded. Vice Chair Butch Campbell asked about current staff pay rates. Ms. Hopkins reported that pay begins at \$15.79 per hour, with premium pay at \$18.79 per hour. She further explained that certified teacher pay will increase from \$30.00 per hour to \$45.00 per hour. Dr. Duke added that student rates remain lower than surrounding districts, and that parents receive 15 flex days annually at no cost. Board Member Karen Dodd expressed appreciation for the program's creativity and asked about support for families unable to afford ESP. Ms. Hopkins stated that the program accepts DHS vouchers, with approximately 150 families fully funded through vouchers and 380 families supported through grant funding. Board Member Jeanette Price asked about the availability of income-based vouchers and the grant selection process. Ms. Hopkins explained that income-based vouchers are available at eight Title I sites, and that grant recipients are selected through teacher referrals.</p> <hr/> <p>2026-2027 School Nutrition Budget Ms. Jaci Saunders presented the School Nutrition budget, highlighting programs such as Junior Chef, with a competition scheduled for May 2, and the "Students Choose Meals" initiative held monthly.</p>	<p>Dr. Trey Duke</p>

Ms. Saunders informed the Board that cafeteria monitors will be added to support operations, allowing educational assistants to remain in classrooms. She noted that smaller schools will receive one monitor, and larger schools will receive two.

Dr. Duke pointed out a notable difference between revenue and expenditures in the nutrition budget, explaining that fund balance is limited to approximately three months of operating expenses.

Board Chair Amanda Moore thanked Ms. Saunders for her innovative efforts to help reduce pressure on the General Purpose budget. Dr. Duke also expressed appreciation for the collaborative efforts of Ms. Saunders and Ms. Hopkins in supporting district finances.

Vice Chair Butch Campbell asked whether one monitor would be sufficient for smaller schools. Ms. Saunders stated that she will monitor staffing needs and make adjustments as necessary.

Board Member Jeanette Price asked about the number of farmers involved and their funding. Ms. Saunders reported that there are nine farmers, all fully funded through the nutrition budget.

2026-2027 General Purpose Budget Preparation

Dr. Duke presented the General Purpose Budget, outlining key successes including five consecutive years of employee raises, improvements to employee insurance plans, completion of the new transportation building and Reeves-Rogers addition, and continued investment in professional development and instructional materials.

He reviewed budget goals, priorities, and limitations, along with feedback gathered from principals, the Teacher Advisory Council (TAC), and parents. Dr. Duke also discussed enrollment projections and the challenges associated with fluctuating enrollment trends.

Dr. Duke outlined revenue projections, noting primary funding sources as state funding, county property tax, county sales tax, and contributions from the City of Murfreesboro. He stated that the percentage of property tax allocated to education has decreased from 47% to 29% during his tenure.

Salary considerations were reviewed, including the addition of a pay lane for classified staff and a proposed dynamic raise model for certified staff. Dr. Duke explained that, unlike previous across-the-board increases, the proposed model would provide larger increases for veteran teachers while remaining cost-effective and competitive with surrounding districts. He also noted an anticipated increase in insurance costs.

Board Member Jimmy Richardson asked whether the step schedule could be simplified in the future. Dr. Duke responded that significant funding would be required to restructure the schedule.

Board Member Barbara Long asked how many classified employees would be impacted by removing the additional pay lane. Dr. Duke reported that approximately 1,200 classified employees are employed, with about 300 in the 10+ year category.

The Board discussed the Differentiated Pay Plan, including the potential removal of hard-to-fill pay for sixth-grade teachers. Board Chair Amanda Moore requested data on how many sixth-grade teachers intend to remain in their positions, and Dr. Duke agreed to provide that information. Board Member Jeanette Price emphasized that no sixth-grade teacher should experience a reduction in pay.

Dr. Duke reviewed projected expenditures. Board Chair Moore summarized that the district had previously utilized reserves for capital projects and must now maintain a balanced approach while monitoring enrollment trends. Dr. Duke discussed the long-term impact of using fund balance.

Dr. Duke presented two budget options: maintaining the current projection with a \$4.8 million deficit or reducing the deficit to approximately \$4.6 million by adjusting expenditures, which he recommended.

Following discussion, the Board reached consensus to proceed without adding the 10th pay lane for classified staff, resulting in an estimated \$4.6 million deficit and minimizing the number of employees affected.

Board Chair Amanda Moore requested to review the Board's budget line items for potential reductions.

Board Member Jimmy Richardson commended Dr. Duke and his team for their work on the budget.

Dr. Duke thanked the Board and stated that he will refine the budget and present an updated version, along with a detailed salary schedule comparison, at the next meeting scheduled for Tuesday, April 14.

B. Director's Update
Information Item

Dr. Trey
Duke

<p>VII. OTHER BUSINESS Information Item Board Chair Amanda Moore requested to poll the Board regarding participation in the upcoming Camp TSBA. The Board expressed unanimous interest in attending, and the Board Secretary will complete registration for all Board members.</p>	<p>Chair Amanda Moore</p>
<p>VIII. ADJOURNMENT Action Item Motion to adjourn. This motion, made by Mr. Jimmy Richardson III and seconded by Ms. Karen Dodd, passed. Yea: 6, Nay: 0, Absent: 1 The meeting adjourned at 7:17 p.m.</p>	<p>Chair Amanda Moore</p>

Director of Schools