

Board of Education Regular Meeting

January 20, 2026 5:00 PM

Central Office

I. Call to Order

II. Pledge of Allegiance

III. Roll Call

IV. Approval of Agenda

V. Special Items

1. Individuals to Address the Board
2. Principal of the Year Recognition
3. Supervisor of the Year Recognition

VI. Consent Agenda

1. Approval of Minutes
2. Removal of Board Policy 5.3051 (FFCRA Leave)
3. Surplus
4. Band Booster Supplement Pay
5. Volleyball Booster Supplemental Pay
6. Textbook Selection Committee

VII. Unfinished Business

1. Disciplinary Hearing Authority (DHA)
2. Legislative Update
3. Policy Update
4. FY25-26 Budget Amendment

VIII. New Business

1. Teacher Tenure
2. Jack T Farrar Surplus
3. Special Education Preschool Grant Purchase
4. Director of Schools Selection Process

IX. District Report

1. Superintendent's Report
2. Board Chairman's Report
3. City Board Liaison Report
4. Personnel
5. Monthly Financial Report

X. Adjournment

Board of Education Regular Meeting
Tuesday, November 11, 2025 5:00 PM
Central Office

I. Call to Order

Chairman Uselton

II. Pledge of Allegiance

Gigi Robison

III. Roll Call

Chairman Uselton

IV. Approval of Agenda

Chairman Uselton

Recommendation is to approve agenda as presented.

Motion: Mr. Pat Welsh

Second: Mr. Andy Whitt

Result: Passed

Mr. Broc Compton: Absent, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 5, Nay: 0, Absent: 2

V. Special Items

Chairman Uselton

V.1. Individuals to Address the Board

Chairman Uselton

V.2. CTE Update

Jessie Kinsey

V.3. Student Celebrations

Dr. Catherine Stephens

V.4. Teacher of the Year Recognition

Dr. Catherine Stephens

VI. Consent Agenda

Chairman Uselton

To accept the consent agenda as presented.

Motion: Mrs. Rosie Graham

Second: Mr. Broc Compton

Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 6, Nay: 0, Absent: 1

VI.1. Approval of Minutes

Chairman Uselton

VI.2. 2025 LEA Compliance Report

Dr. Kristina Boone

VI.3. Revised 2025-2026 Board Calendar of Events

Chairman Uselton

VI.4. 2025-2026 TISA District Accountability Report

Dr. Catherine Stephens

VI.5. Booster Supplemental Pay

Hank Jordan

VI.6. Surplus

Hank Jordan

VII. Unfinished Business

Chairman Uselton

VII.1. Building and Grounds

VII.1.a. Building and Grounds Report

Teresa Lawson

VII.2. Legislative Update

Gigi Robison

VII.3. Policy Update

Gigi Robison

To accept the update to board policy 6.4081 on a first and final reading.

Motion: Mrs. Rosie Graham

Second: Mr. Pat Welsh
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 6, Nay: 0, Absent: 1

VIII. New Business

VIII.1. Director of Schools Retirement
To approve and accept Dr. Stephens' letter of resignation and retirement, effective June 30, 2026.
Motion: Mr. Pat Welsh
Second: Mrs. Rosie Graham
Result: Passed

Chairman Uselton
Chairman Uselton

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 6, Nay: 0, Absent: 1

VIII.2. Spring Club Sports
To accept spring club sports as presented.
Motion: Mr. Andy Whitt
Second: Mr. Broc Compton
Result: Passed

Dr. Catherine Stephens

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 6, Nay: 0, Absent: 1

VIII.3. Bel Aire Playground Equipment Purchase
To approve a budget not to exceed \$225,000 for the installation of Bel Aire's all-inclusive playground.
Motion: Mrs. Gigi Robison
Second: Mr. Broc Compton
Result: Passed

Hank Jordan

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 6, Nay: 0, Absent: 1

IX. District Report

IX.1. Superintendent's Report

Chairman Uselton
Dr. Catherine Stephens

IX.2. Board Chairman's Report

Chairman Uselton

IX.3. City Board Liaison Report

The City Board Liaison will be given an opportunity to address the Board.

IX.4. Personnel

Dr. Catherine Stephens

IX.5. Monthly Financial Report

Hank Jordan

X. Adjournment

Chairman Uselton

To adjourn at 6:24 PM.

Motion: Mr. Pat Welsh

Second: Mr. Andy Whitt

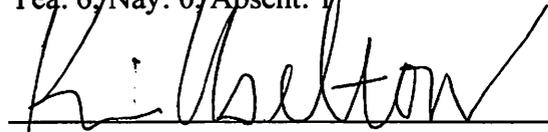
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs.

Teresa Lawson: Absent, Mrs. Gigi Robison: Yea, Mrs. Kim

Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea

Yea: 6, Nay: 0, Absent: 1



Chairperson



Superintendent

Special Called Meeting
Monday, December 15, 2025 5:00 PM
Central Office

I. Call to Order

II. Pledge

III. Roll Call

IV. Holiday Bonus

To approve a holiday bonus for TCS employees and subsequent dollars to go to Little Cats Learning Academy (\$75,000) and other contracted services (\$48,094) for the Early Learning Center remodel.

Motion: Mrs. Teresa Lawson

Second: Mrs. Rosie Graham

Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

V. Adjournment

To adjourn at 5:10.

Motion: Mr. Andy Whitt

Second: Mrs. Gigi Robison

Result: Passed

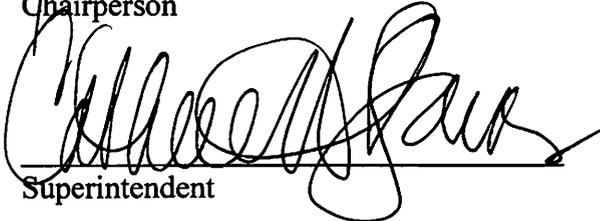
Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

Chairman Uselton
Teresa Lawson
Chairman Uselton
Dr. Catherine Stephens
and Hank Jordan

Chairman Uselton



Chairperson



Superintendent

Tullahoma City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: FFCRA LEAVE	Descriptor Code: 5.3051	Issued Date: 04/20/20
		Rescinds:	Issued:

1 *General*¹

2 Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect from April 1,
3 2020 until December 31, 2020.

4 The Director of Schools/designee shall post notice of FFCRA requirements and create any necessary
5 administrative procedures. Employees should seek clarification from HR Specialist, Jennifer Matlock,
6 if they have questions regarding the total amount of leave and pay available to them.

7 **PAID SICK LEAVE**

8 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework
9 because the employee:²

- 10 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- 11
- 12 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 13
- 14 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 15
- 16 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The
17 individual must be someone with a personal relationship to the employee;
- 18
- 19 5. is caring for his/her son or daughter whose school or place of care is closed, or person who
20 regularly provides child care is unavailable, for reasons related to COVID-19 and no other
21 suitable person is available to care for the child during the requested period of leave. Son or
22 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child
23 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older
24 who is incapable of self-care because of a mental or physical disability; or
- 25
- 26 6. is experiencing any other substantially similar condition specified by the Secretary of Health
27 and Human Services, in consultation with the Secretaries of Labor and Treasury.

28 This paid leave may be taken if there is work available for the employee to complete and the employee
29 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave
30 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to
31 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

1 EXPANDED FMLA LEAVE

2 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the
3 beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who
4 were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30)
5 of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the
6 district.³

7 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or
8 telework due the need to care for his/her son or daughter because of a school or child care facility closure
9 or because the person who regularly provides child care (i.e. this could include a family member or a
10 neighbor) is unavailable for reasons related to COVID-19.⁴ In these circumstances, a son or daughter is
11 defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing
12 *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care
13 because of a mental or physical disability.

14 Qualifying employees may take twelve (12) weeks of EFMLEA leave.⁵ The amount of leave available
15 may be impacted by any prior use of FMLA.⁶

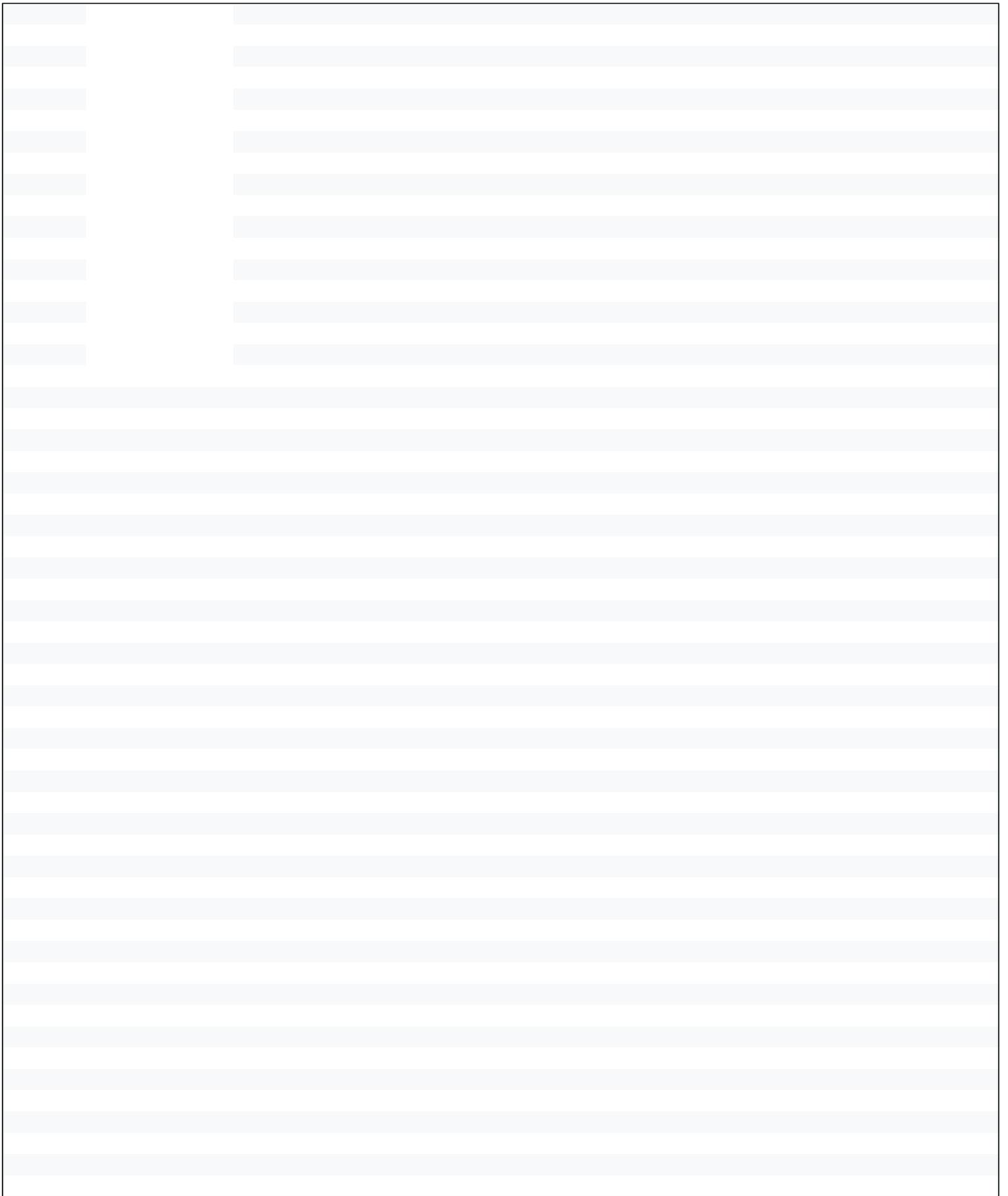
16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take
17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds
18 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave
19 or annual leave to cover those days or the amount is capped per federal law.⁷

Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq, (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

Cross References

Sick Leave 5.302
Family and Medical Leave 5.305



Tullahoma High School requests to surplus the following copiers:

1. Kyocera 3051ci - not operational or repairable

If approved, the unit will be recycled.

Bus Surplus Request

Bus #1

- Mileage - 166,000
- Year - 2005
- Condition - Average.
- Bus #25, received in November 2025, is considered #1's replacement
- Estimated value - \$1,000 - \$1,500. An attempt will be made to sell the bus through [GovDeals.com](https://www.govdeals.com), an online auction platform that allows government agencies and school systems to sell their surplus property directly to the public.

Maintenance Trailer Surplus Request

52 Foot Trailer

- Acquired approximately 2010
- Estimated value - \$100 (scrap value)

Memo

To: Board Members

From: Hank Jordan

Date: 1/7/2026

Subject: Band Booster supplemental pay request

Per legal guidance and Tennessee Department of Education guidance, any booster, club, or support organization desiring to provide supplemental pay to a school employee is required to be approved by the board of education and paid through the normal payroll process.

The THS band boosters desire to pay a supplement to Doug Clark for scholarship private band lessons to THS band students in November and December of 2025 in the gross amount of \$250.. The associated reimbursement check, including FICA taxes and Medicare taxes, has been requested by the Central office.

We appreciate the band boosters and their support of TCS students and we appreciate their cooperation in the submission of this request.

Thank you.

Memo

To: Board Members

From: Hank Jordan

Date: 1/7/2026

Subject: Band Booster supplemental pay request - James Rutland

Per legal guidance and Tennessee Department of Education guidance, any booster, club, or support organization desiring to provide supplemental pay to a school employee is required to be approved by the board of education and paid through the normal payroll process.

The THS band boosters desire to pay a supplement to James Rutland for private band lessons to THS band students in October, November, and December of 2025 in the gross amount of \$510. The associated reimbursement check, including FICA taxes and Medicare taxes, has been received by the Central office.

We appreciate the band boosters and their support of TCS students and we appreciate their cooperation in the submission of this request.

Thank you.



LESSON SCHOLARSHIP INVOICE

Tullahoma High School Band Boosters

927 North Jackson St, Tullahoma, TN 37388
Phone 931-454-2629
www.tullahomabands.org

DATE: 12/30/2025

PAY TO:

NAME JAMES RUTLAND

Address: 233 Santa Rosa Ct.
Old Hickory TN 37138

MONTH/YEAR	STUDENT INFO/SPECIFIC LESSON DATES		TOTAL AMOUNT PER LESSON	MINUS AMOUNT STUDENT PAYS	WHAT BAND PAYS PER LESSON	TOTAL OWED TO TEACHER FROM BAND PROGRAM
10/25	Sawyer Shockley	10/27	30	15	15	15
11/25	Sawyer Shockley	11/10	30	15	15	15
11/25	Sawyer Shockley	11/17	30	15	15	15
12/25	Sawyer Shockley	12/1	30	15	15	15
12/25	Sawyer Shockley	12/8	30	15	15	15
10/25	Andrew Garland	10/23	30	15	15	15
10/25	Andrew Garland	10/27	30	15	15	15
11/25	Andrew Garland	11/3	30	15	15	15
11/25	Andrew Garland	11/10	30	15	15	15
11/25	Andrew Garland	11/17	30	15	15	15
12/25	Andrew Garland	12/1	30	15	15	15
12/25	Andrew Garland	12/08	30	15	15	15
12/25	Andrew Garland	12/15	30	15	15	15
10/25	Juliette Raynal	10/20	30	15	15	15
10/25	Juliette Raynal	10/27	30	15	15	15
11/25	Juliette Raynal	11/3	30	15	15	15
11/25	Juliette Raynal	11/10	30	15	15	15
11/25	Juliette Raynal	11/17	30	15	15	15
12/25	Juliette Raynal	12/1	30	15	15	15
12/25	Juliette Raynal	12/08	30	15	15	15
10/25	Heather Bynum	10/27	30	15	15	15
11/25	Heather Bynum	11/3	30	15	15	15
11/25	Heather Bynum	11/10	30	15	15	15
11/25	Heather Bynum	11/17	30	15	15	15
12/25	Heather Bynum	12/1	30	15	15	15

12/25	Heather Bynum	12/08	30	15	15	15	
12/25	Heather Bynum	12/15	30	15	15	15	
10/25	Javon Bitton	10/27	30	15	15	15	
11/25	Javon Bitton	11/3	30	15	15	15	
11/25	Javon Bitton	11/10	30	15	15	15	
11/25	Javon Bitton	11/17	30	15	15	15	
12/25	Javon Bitton	12/1	30	15	15	15	
12/25	Javon Bitton	12/8	30	15	15	15	
12/25	Javon Bitton	12/15	30	15	15	15	
						Subtotal	\$510.00
						TOTAL	\$510.00

DIRECTOR SIGNATURE

Memo

To: Board Members

From: Hank Jordan

Date: 1/7/2026

Subject: TMS Volleyball Booster supplemental pay request

Per legal guidance and Tennessee Department of Education guidance, any booster, club, or support organization desiring to provide supplemental pay to a school employee is required to be approved by the board of education and paid through the normal payroll process.

The TMS Volleyball Booster Club desires to pay a supplement to Amanda Davis for assisting with the TMS volleyball team in the 2025 season. The requested gross payment is \$975. The associated reimbursement check, including FICA taxes and Medicare taxes, has been received by the Finance Department.

We appreciate the booster club and their support of TCS students, and we appreciate their cooperation in the submission of this request.

Thank you.

District CTE Textbook Adoption Committee

January 20, 2026

The state textbook adoption process is administered in accordance with the statutory requirements as set forth in T.C.A. 49-6-22 and the Rules and Policies of the State Textbook and Instructional Materials Quality Commission.

Districts within the state of Tennessee will adopt the CTE curriculum during the 2025-2026 school year, based on the state's approved textbook list.

Tullahoma City Schools has a district-level team that reviews materials, collaborates with teachers and other stakeholders, and makes recommendations to the Board of Education for approval.

We would like to recommend the following personnel for the District Textbook Adoption Committee for the CTE adoption.

Name	School	Role
Dr. Kristina Boone	District-wide	Director of Curriculum, Instruction, Assessments, and Federal Programs
Jessie Kinsey	District-wide	CTE Director
Angela Pendergraff	Tullahoma High School	STEM Educator
Chuck Dodson	Tullahoma High School	Advanced Manufacturing/STEM
Jerry Green	Tullahoma High School	Advanced Manufacturing Welding
Derek Swiger	Tullahoma High School	Advanced Manufacturing

District PE and Health Textbook Adoption Committee

January 20, 2026

The state textbook adoption process is administered in accordance with the statutory requirements as set forth in T.C.A. 49-6-22 and the Rules and Policies of the State Textbook and Instructional Materials Quality Commission.

Districts within the state of Tennessee will adopt the PE and Health curriculum during the 2025-2026 school year, based on the state's approved textbook list.

Tullahoma City Schools has a district-level team that reviews materials, collaborates with teachers and other stakeholders, and makes recommendations to the Board of Education for approval.

We would like to recommend the following personnel for the District Textbook Adoption Committee for the PE and Health adoption.

Name	School	Role
Dr. Kristina Boone	District-wide	Director of Curriculum, Instruction, Assessments, and Federal Programs
Dr. Renee Flowers	Tullahoma High School	Assistant Principal
Coach John Olive	District-wide	Director of Athletics
Whitney Morris	Tullahoma High School	PE Lead Teacher

Tullahoma City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 01/20/26
		Rescinds: 1.901	Issued: 06/17/25

1 *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to
3 charter schools converting from existing public schools. Proposals from existing charter school
4 operators or replicators and applicants proposing to contract with educational service providers shall be
5 in accordance with state law.¹

6 **APPLICATION PROCESS**

7 A prospective charter school sponsor shall send notice to the Director of Schools/designee of its intent
8 sixty (60) calendar days prior to February 1st of the year preceding the year in which the proposed
9 charter school plans to begin operation as a charter school. The Director of Schools/designee shall
10 confirm receipt of the letter and provide the sponsor with the current state and federal per pupil funding
11 estimates within five (5) business days.²

12 A sponsor seeking board approval of an initial charter school application shall complete the forms
13 developed by the State Board of Education in coordination with the Tennessee Public Charter School
14 Commission (“the Commission”). The application shall provide all the information required by state
15 law. The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed by
16 state law for the formation of a charter school, and the proposed charter school will be able to
17 implement a viable program of quality education for its students.

18 Electronic copies of applications shall be submitted to the Board and the Commission on or before
19 11:59 p.m. on February 1st of the year preceding the year in which the proposed charter school plans
20 to begin operation as a charter school. If the 1st of February falls on a Saturday, Sunday, or holiday
21 on which the school district offices are closed, applications will be accepted on the next business day
22 on or before 11:59 p.m. Late applications will not be accepted, without exception. The sponsor shall
23 pay an application fee of \$2,500.00. The Director of Schools/designee shall report each application
24 received to the Commission no later than ten (10) days after receipt.³

25 26 **REVIEW TEAM¹**

27 If necessary, the Director of Schools/designee shall appoint a review team to assist in reviewing and
28 evaluating charter school applications. The team shall be comprised of members of the administrative
29 staff for the district and community members with relevant educational, organizational, financial, and
30 legal experience. At the board meeting in November of each year, the Director of Schools/designee
31 shall make a recommendation to the Board on which members of his/her administrative staff should be
32 appointed to the team. The Board shall name the members of the team at its meeting in January of each

1 year. The Board shall designate a Chair of the review team and as the contact person for answering
2 questions about the application process and receiving applications. The Director of Schools/designee
3 shall develop an orientation for the team to ensure consistent evaluation standards and the elimination
4 of real or perceived conflicts of interest.

5 The Board shall require the Director of Schools/designee to develop a procedure for receiving,
6 reviewing, and ruling on applications for the establishment of charter schools by the review team. The
7 procedure shall include a timeline for the application and review process. A copy of the procedure,
8 including the review criteria, shall be available on the district's website.

9 The review team shall:

- 10 1. Evaluate all charter school applications based on the review criteria established by state law;
11 and
- 12 2. Recommend one of the following options to the Board for each application: approve or
13 reject.⁴

14 **APPROVAL/DENIAL OF APPLICATION⁵**

15 The Board shall rule by resolution on the approval or denial of a charter school application within
16 ninety (90) calendar days of receipt of the completed application, or the application shall be deemed
17 approved by state law. The Director of Schools/designee shall report the action taken by the Board to
18 the Department of Education and Commission no later than ten (10) calendar days after approval or
19 denial. If an application is denied, the report shall also include the reasons for denial.

20 *Approval*

21 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with
22 the Board which shall be binding on the charter school's governing body. The charter school agreement
23 shall be in writing and signed by the sponsor and the Board.

24 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state
25 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁶

26 Charter schools approved by the Board are expected to implement the application as submitted and
27 approved. Material variations in operations from the approved application require amendment
28 pursuant to state law and the charter school agreement.⁷

29 The Board shall not provide services to charter schools that are not requested during the application
30 process except for those services that are required under state or federal law. Services agreed to be
31 provided to the charter school by the Board shall be provided at the Board's actual cost. The Board
32 and charter school shall execute a service contract for any additional services.

33 New charter school agreements are approved for a ten (10) year period.⁸ The Board may revoke or
34 deny renewal of a charter school agreement for any of the reasons enumerated in state law.⁹

35

1 *Denial*

2 If the initial charter school application is denied, the Board shall notify the sponsor in writing within
3 ten (10) calendar days, specifying the objective reasons for the denial and the deadline by which the
4 sponsor may submit an amended application. Upon written receipt of the grounds for denial, the
5 sponsor shall have thirty (30) calendar days within which to submit an amended application to correct
6 the deficiencies. The Board shall have sixty (60) calendar days either to deny or to approve the
7 amended application, or the application shall be deemed approved by state law.⁵

8 If the amended charter school application is denied, the Board shall notify the sponsor in writing
9 within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an
10 appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Charter
11 School Commission.¹⁰

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; Public Acts of 2025, Chapter No. 275; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01-.01(1)(b)
3. TRR/MS 0520-14-01-.01(1)(d), (e)
4. TRR/MS 0520-14-01
5. TCA 49-13-108; Public Acts of 2025, Chapter No. 275; TRR/MSS 0520-14-01
6. TCA 49-13-128
7. TCA 49-13-110(d); TRR/MSS 0520-14-01-.01
8. TCA 49-13-110(c)
9. TCA 49-13-122
10. TCA 49-13-108(b)(5)

Tullahoma City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Expenses and Reimbursements	Descriptor Code: 2.804	Issued Date: 01/20/26
		Rescinds: 2.804	Issued: 01/24/22

1 *Central Office*¹

2 The Board shall review expense allowances and reimbursement guidelines on an annual basis. Travel
3 reimbursement shall be set at the U.S. General Services Administration approved travel rate.

4 Requests for reimbursements shall be submitted to the Director of Schools' office within thirty (30) days
5 of the date of the completion of such travel. The Director of Schools shall develop procedures and forms
6 to ensure consistency and transparency with the implementation of this policy.

7 **SCHOOL PERSONNEL**

8 School personnel who incur expenses in carrying out their authorized duties will be reimbursed upon
9 submission of an travel expense claim and supporting receipts.

10 Expenses for travel (excluding the purchase of alcoholic beverages) will be reimbursed when the travel
11 has the advance authorization of the Director of Schools. The Director of Schools may grant this
12 authorization without prior board action when the travel expense has been anticipated and incorporated
13 into the operational budget of the particular program involved.

14 The Board shall be responsible for all expenses pertaining to staff development. Student activity funds
15 shall not be used for this purpose.¹

16 **BOARD MEMBERS**

17 The members of the board shall be paid for transportation, lodging, meals (excluding the purchase of
18 alcoholic beverages), and other pertinent expenses when traveling on business for the Board.
19 Attendance at conventions or other educational meetings or travel for other school district purposes
20 shall be authorized in advance by the Board.²

21 **REIMBURSEMENT FOR SALES TAX**³

22 Reimbursement for sales tax is permissible in limited circumstances when sales tax is charged on small
23 purchases and proper documentation is submitted. These instances should be considered emergencies or
24 by necessity when the District credit card or other form of district payment does not work or is not
25 accepted, and an employee must use their personal credit card or other personal funds to make the
26 purchase.

27 The Director of Schools/designee shall ensure compliance with state law and guidance from the
28 Comptroller of the Treasury.

Legal References

1. *Tennessee Internal School Uniform Accounting Policy Manual*, Section 5-17
2. TCA 49-2-2001(c)
3. *Internal School Funds Manual, Frequently Asked Questions*, no. 10

Memo

To: Board Members

From: Hank Jordan

Date: 1/8/2026

Subject: Amended FY26 Tullahoma City Schools General Purpose Budget

In December, Tullahoma City Schools received \$335,570 in Outcomes Funding, an element of TISA that provides funding based solely on student performance on academic targets from the prior school year's TCAP/EOC testing results.

At the special-called Board meeting on 12/15/2025, the Board approved a holiday bonus for eligible employees and directed that the bonus be funded from the Outcomes Funding. The total cost of the bonus, including salary and associated payroll expenses (such as Medicare, Social Security, and retirement), was \$199,067.

Attached for your review is an amended budget that includes:

Revenue

- \$335,570 of additional TISA Outcomes Funding

Expenses

- \$199,067 for employee bonuses, including salary and applicable payroll costs.
- \$61,503 for Other Contracted Services, specifically earmarked for the Early Learning Center (ELC) and work needing to be done in preparation for the ELC opening in Fall 2026.
- \$75,000 for Little Cats to purchase furniture, supplies, and other necessary materials to support the expansion of this daycare program and the relocation to the Early Learning Center.

After discussion with the Finance Committee, it's recommended that this budget amendment be approved as presented.

REVENUE	FY26	FY26
ACCOUNT NUMBER	Budget- AMENDED 10/21/25	Budget - Proposed 1/20/2026
UNDESIGNATED FUND BALANCE	3,874,898	3,874,898
40100 COUNTY TAXES		
40110 CURRENT PROPERTY TAX-COFFEE CO.	6,406,835	6,406,835
40111 CURRENT PROPERTY TAX -FRANKLIN C	215,000	215,000
40120 TRUSTEE'S COLLECTION-PRIOR YEAR	150,000	150,000
40130 CIRCUIT CLERK/C&M-PRIOR YEAR	27,500	27,500
40140 INTEREST & PENALTY	42,000	42,000
40161 PAYMENTS IN LIEU-TVA	100,000	100,000
TOTALS ACCOUNT NUMBER 40100	6,941,335	6,941,335
40600 CITY SCHOOL DISTRICT REVENUES		
40710 LOCAL OPTION SALES TAX	6,839,479	6,839,479
TOTALS ACCOUNT NUMBERS 40600/40700	6,839,479	6,839,479
41000 LICENSES & PERMITS		
41110 MARRIAGE LICENSES	1,350	1,350
TOTALS ACCOUNT NUMBER 41000	1,350	1,350
43000 CHARGES FOR SERVICES		
43511 TUITION-REGULAR DAY STUDENTS	196,500	196,500
43570 RECEIPTS FROM INDIVIDUAL SCHOOLS	5,000	5,000
43990 OTHER CHARGES FOR SERVICES		
TOTALS ACCOUNT NUMBER 43000	201,500	201,500
44000 OTHER LOCAL REVENUE		
44110 INTEREST EARNED	280,000	280,000
44170 OTHER REVENUE	20,000	20,000
44300 NURSING REIMBURSEMENT	13,000	13,000
44520 INSURANCE RECOVERY	0	0
44530 SALE OF EQUIPMENT	0	0
44560 DAMAGES RECOVERED FROM INDIVIDU	0	0
44570 CONTRIBUTIONS & GIFTS	10,000	10,000
44570 CONTRIBUTIONS & GIFTS - TEF	0	0
44900 CITY LIQUOR TAX	79,000	79,000
TOTALS ACCOUNT NUMBER 44000	402,000	402,000
46500 STATE EDUCATION FUNDS		
46510 TENNESSEE INVESTMENT IN STUDENT	26,280,938	26,616,508

46515 PRE-K	379,675	379,675
46590 OTHER STATE EDUCATION FUNDS-	627,089	627,089
46590 (ISM Grant)	464,866	464,866
46592 INTERNET CONNECTIVITY	0	0
46595 STUDENT MANAGEMENT SYSTEM	0	0
46596 Paid Parental Leave	100,000	100,000
46610 CAREER LADDER	40,000	40,000
46790 - INNOVATIVE SCHOOLS MODEL GRANT	0	0
TOTALS ACCOUNT NUMBER 46500	27,892,568	28,228,138
46800 OTHER STATE REVENUES		
46840 STATE "DICKEL" TAX	2,100	2,100
46982 SCHOOL SAFETY	72,429	72,429
TOTALS ACCOUNT NUMBER 46800	74,529	74,529
47100 FEDERAL FUNDS through STATE		
47143 IDEA PART-B HIGH COST	78,780	78,780
47210 JTPA/LITERACY PROGRAM	160,468	160,468
47590 OTHER FEDERAL THRU STATE	0	0
TOTALS ACCOUNT NUMBER 47100	239,248	239,248
49000 OTHER SOURCES /NON-REVENUE		
49200 NOTE PROCEEDS		
49810 CITY GENERAL FUND TRANSFERS	4,085,489	4,085,489
Solid Waste Transfer	102,500	102,500
TOTALS ACCOUNT NUMBER 49000	4,187,989	4,187,989
TOTALS FOR GENERAL PURPOSE FUND	50,654,896	50,990,466
EXPENDITURES	FY26	FY27
ACCOUNT NUMBER	Budget- Proposed 10/21/25	Budget- Proposed 10/21/26
71100 REGULAR EDUCATIONAL PROGRAM		
116 TEACHERS	14,373,404	14,373,404

117 CAREER LADDER	30,000	30,000
163 EDUCATIONAL ASSISTANTS	1,349,143	1,349,143
195 SUBSTITUTE TEACHERS	330,000	330,000
201 SOCIAL SECURITY	997,118	997,118
204 STATE RETIREMENT	1,154,727	1,154,727
206 LIFE INSURANCE	26,543	26,543
207 MEDICAL INSURANCE	2,700,198	2,700,198
208 DENTAL INSURANCE	66,323	66,323
212 MEDICARE	233,197	233,197
299 VISION INSURANCE	24,391	24,391
355 TRAVEL	0	0
429 INSTRUCTIONAL SUPPLIES & MATERIALS	354,000	354,000
449 TEXTBOOKS	400,000	400,000
499 - Other Supplies & Materials	20,000	20,000
524 STAFF DEVELOPMENT	10,000	10,000
599 OTHER CHARGES	125,680	125,680
722 REGULAR INSTRUCTIONAL EQUIPMENT	863,785	863,785
722 REGULAR INSTRUCTIONAL EQP.(ISM)	220	220
TOTAL 71100 ACCOUNT	23,058,729	23,058,729
71200 SPECIAL EDUCATION PROGRAM		
116 TEACHERS	2,152,099	2,152,099
117 CAREER LADDER	4,000	4,000
162 CLERICAL PERSONNEL		
163 EDUCATIONAL ASSISTANTS	998,251	998,251
171 SPEECH PATHOLOGISTS	123,900	123,900
189 OTHER SALARIES	0	0
195 SUBSTITUTE TEACHERS	70,000	70,000
201 SOCIAL SECURITY	207,591	207,591
204 STATE RETIREMENT	235,378	235,378
206 LIFE INSURANCE	6,915	6,915
207 MEDICAL INSURANCE	682,513	682,513
208 DENTAL INSURANCE	17,220	17,220
212 MEDICARE	48,550	48,550
299 VISION INSURANCE	6,354	6,354
312 CONTRACTS WITH PRIVATE AGENCIES	50,000	50,000
429 INSTRUCTIONAL SUPPLIES & MATERIALS	50,000	50,000
499 OTHER INSTRUCTIONAL SUPPLIES	32,500	32,500
599 OTHER CHARGES	0	0
725 SPECIAL EDUCATION EQUIPMENT	10,000	10,000
APPROX AMOUNT FROM SPED TRANSFER		
TOTAL 71200 ACCOUNT	4,695,271	4,695,271

71300 VOCATIONAL EDUCATION PROGRAM		
105 SUPERVISOR/DIRECTOR	117,058	117,058
116 TEACHERS	600,899	600,899
117 CAREER LADDER	0	0
201 SOCIAL SECURITY	44,513	44,513
204 STATE RETIREMENT	52,731	52,731
206 LIFE INSURANCE	1,079	1,079
207 MEDICAL INSURANCE	133,045	133,045
208 DENTAL INSURANCE	2,890	2,890
212 MEDICARE	10,410	10,410
299 VISION INSURANCE	1,018	1,018
355 TRAVEL	12,000	12,000
429 INSTRUCTIONAL SUPPLIES AND MATERIA	15,000	15,000
599 OTHER CHARGES	5,000	5,000
730 VOC EQUIPMENT	0	0
ISM GRANT EXP	315,132	315,132
TOTAL 71300 ACCOUNT	1,310,775	1,310,775
72110 ATTENDANCE		
105 SUPERVISOR/DIRECTOR	109,988	109,988
162 CLERICAL PERSONNEL	0	0
201 SOCIAL SECURITY	6,819	6,819
204 STATE RETIREMENT	7,897	7,897
206 LIFE INSURANCE	215	215
207 MEDICAL INSURANCE	24,731	24,731
208 DENTAL INSURANCE	558	558
212 MEDICARE	1,595	1,595
299 VISION INSURANCE	197	197
355 TRAVEL	750	750
499 OTHER SUPPLIES AND MATERIALS	750	750
524 STAFF DEVELOPMENT	3,500	3,500
599 OTHER CHARGES	5,000	5,000
TOTAL 72110 ACCOUNT	162,001	162,001
72120 HEALTH SERVICES		
105 SUPERVISOR/DIRECTOR	78,958	78,958
131 NURSES	450,210	450,210
201 SOCIAL SECURITY	32,808	32,808
204 STATE RETIREMENT	35,602	35,602

206 LIFE INSURANCE	871	871
207 MEDICAL INSURANCE	111,687	111,687
208 DENTAL INSURANCE	2,257	2,257
212 MEDICARE	7,673	7,673
299 VISION INSURANCE	794	794
355 TRAVEL	650	650
413 DRUGS AND MEDICAL SUPPLIES	18,500	18,500
499 OTHER CHARGES	17,000	17,000
524 STAFF DEVELOPMENT	8,000	8,000
TOTAL 72120 ACCOUNT	765,010	765,010
72130 OTHER STUDENT SUPPORT		
117 CAREER LADDER	1,000	1,000
123 GUIDANCE PERSONNEL	709,604	709,604
161 SECRETARY	32,373	32,373
201 SOCIAL SECURITY	46,065	46,065
204 STATE RETIREMENT	49,996	49,996
206 LIFE INSURANCE	1,079	1,079
207 MEDICAL INSURANCE	121,008	121,008
208 DENTAL INSURANCE	2,652	2,652
212 MEDICARE	10,773	10,773
299 VISION INSURANCE	982	982
312 CONTRACTS W/PRIVATE AGENCIES	84,352	84,352
322 EVALUATION AND TESTING	12,500	12,500
524 STAFF DEVELOPMENT	350	350
TOTAL 72130 ACCOUNT	1,072,733	1,072,733
72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.		
105 SUPERVISOR/DIRECTOR	278,886	278,886
117 CAREER LADDER	1,000	1,000
129 LIBRARIANS	275,178	275,178
161 SECRETARY	73,202	73,202
189 Other Salaries	0	0
201 SOCIAL SECURITY	38,952	38,952
204 STATE RETIREMENT	39,562	39,562
206 LIFE INSURANCE	659	659
207 MEDICAL INSURANCE	74,723	74,723
208 DENTAL INSURANCE	1,750	1,750
212 MEDICARE	9,110	9,110
299 VISION INSURANCE	1,700	1,700
355 TRAVEL	14,000	14,000
429 Instructional Supplies (CEI)	0	0
432 LIBRARY BOOKS	50,000	50,000

524 STAFF DEVELOPMENT	7,000	7,000
525 STAFF DEVELOPMENT (CEI)	0	0
599 OTHER CHARGES	800	800
TOTAL 72210 ACCOUNT	866,522	866,522
72220 SPECIAL EDUCATION PROGRAM		
105 SUPERVISOR/DIRECTOR	121,220	121,220
117 CAREER LADDER	0	0
124 PSYCHOLOGIST	82,822	82,822
162 CLERICAL PERSONNEL	103,218	103,218
189 OTHER SALARIES	354,158	354,158
201 SOCIAL SECURITY	41,008	41,008
204 STATE RETIREMENT	40,346	40,346
206 LIFE INSURANCE	857	857
207 MEDICAL INSURANCE	81,950	81,950
208 DENTAL INSURANCE	2,218	2,218
212 MEDICARE	9,591	9,591
299 VISION INSURANCE	781	781
355 TRAVEL	3,000	3,000
399 OTHER CONTRACTED SERVICES	85,000	85,000
499 OTHER SUPPLIES & MATERIALS	22,500	22,500
524 STAFF DEVELOPMENT	37,500	37,500
599 OTHER CHARGES	26,500	26,500
TOTAL 72220 ACCOUNT	1,012,670	1,012,670
72230 VOCATIONAL SUPPORT		
524 (ISM) STAFF DEVELOPMENT	3,000	3,000
790 (ISM) EQUIPMENT	79,942	79,942
TOTAL 72220 ACCOUNT	82,942	82,942
72250 TECHNOLOGY		
105 SUPERVISOR/DIRECTOR	138,090	138,090
117 CAREER LADDER		
163 EDUCATIONAL ASSISTANTS	468,629	468,629
201 SOCIAL SECURITY	37,617	37,617
204 STATE RETIREMENT	41,775	41,775
206 LIFE INSURANCE	752	752
207 MEDICAL INSURANCE	62,216	62,216
208 DENTAL INSURANCE	1,793	1,793
212 MEDICARE	8,797	8,797
299 VISION INSURANCE	685	685
355 TRAVEL	4,000	4,000
435 OFFICE SUPPLIES	1,000	1,000
524 STAFF DEVELOPMENT	7,000	7,000

599 OTHER CHARGES	8,000	8,000
TOTAL 72250 ACCOUNT	780,354	780,354
72310 GENERAL ADMIN/BD OF EDUCATION		
191 DIRECTOR'S FEE	10,500	10,500
118 SECRETARY TO BOARD	0	0
188 Bonus (1-time teacher bonus/TEFA)	546,000	720,360
189 Other Salaries	35,090	35,090
201 SOCIAL SECURITY	36,679	47,452
204 State Retirement	41,933	48,881
205 HSA FRINGE	60,000	60,000
206 LIFE INSURANCE	0	0
207 MEDICAL INSURANCE	155,384	155,384
208 DENTAL INSURANCE	9,687	9,687
299 VISION INSURANCE	2,554	2,554
210 UNEMPLOYMENT COMPENSATION	10,000	10,000
211 LOCAL RETIREMENT	659,000	663,458
212 MEDICARE	8,578	11,106
217 HYBRID RETIREMENT STABILIZATION	0	0
305 AUDIT SERVICES	48,500	48,500
320 DUES AND MEMBERSHIP	19,500	19,500
331 LEGAL SERVICES	27,000	27,000
355 TRAVEL	4,000	4,000
506 LIABILITY INSURANCE	398,117	398,117
508 PREMIUM ON CORP. SURETY BONDS	2,500	2,500
510 TRUSTEE COMMISSION	150,000	150,000
513 WORKMEN'S COMPENSATION	180,902	180,902
524 STAFF DEVELOPMENT	30,000	30,000
599 OTHER CHARGES	25,000	25,000
TOTAL 72310 ACCOUNT	2,460,924	2,659,991
72320 OFFICE OF THE SUPERINTENDENT		
101 ADMINISTRATIVE OFFICER	196,797	196,797
117 CAREER LADDER	0	0
161 SECRETARY	79,990	79,990
201 SOCIAL SECURITY	17,161	17,161
204 STATE RETIREMENT	19,453	19,453
206 LIFE INSURANCE	217	217
207 MEDICAL INSURANCE	8,100	8,100
208 DENTAL INSURANCE	281	281
212 MEDICARE	4,013	4,013
299 VISION INSURANCE	1,997	1,997

307 COMMUNICATIONS	150,000	150,000
348 POSTAL CHARGES	6,000	6,000
355 TRAVEL	3,500	3,500
435 OFFICE SUPPLIES	9,000	9,000
524 STAFF DEVELOPMENT	18,000	18,000
599 OTHER CHARGES	18,000	18,000
TOTAL 72320 ACCOUNT	532,509	532,509
72410 OFFICE OF THE PRINCIPAL		
103 ASSISTANT PRINCIPALS	830,830	830,830
104 PRINCIPALS	887,592	887,592
117 CAREER LADDER	3,000	3,000
161 SECRETARIES	379,842	379,842
201 SOCIAL SECURITY	130,278	130,278
204 STATE RETIREMENT	147,210	147,210
206 LIFE INSURANCE	2,754	2,754
207 MEDICAL INSURANCE	301,994	301,994
208 DENTAL INSURANCE	7,274	7,274
212 MEDICARE	30,468	30,468
299 VISION INSURANCE	2,305	2,305
435 OFFICE SUPPLIES	25,000	25,000
524 STAFF DEVELOPMENT	2,500	2,500
599 OTHER CHARGES	1,000	1,000
TOTAL 72410 ACCOUNT	2,752,048	2,752,048
72510 FISCAL SERVICES		
105 SUPERVISOR/DIRECTOR	155,423	155,423
119 BOOKKEEPERS	213,648	213,648
201 SOCIAL SECURITY	22,882	22,882
204 STATE RETIREMENT	25,134	25,134
206 LIFE INSURANCE	435	435
207 MEDICAL INSURANCE	43,797	43,797
208 DENTAL INSURANCE	1,127	1,127
212 MEDICARE	5,352	5,352
299 VISION INSURANCE	375	375
355 TRAVEL	300	300
399 OTHER CONTRACTED SERVICES	47,500	47,500
435 OFFICE SUPPLIES	3,500	3,500
524 STAFF DEVELOPMENT	1,750	1,750
599 Other	1,500	1,500
TOTAL 72510 ACCOUNT	522,724	522,724

72520 HR/PERSONNEL		
105 SUPERVISOR/DIRECTOR	165,889	165,889
162 CLERICAL PERSONNEL	176,260	176,260
201 SOCIAL SECURITY	21,213	21,213
204 STATE RETIREMENT	24,922	24,922
206 LIFE INSURANCE	435	435
207 MEDICAL INSURANCE	33,540	33,540
208 DENTAL INSURANCE	848	848
212 MEDICARE	4,961	4,961
299 VISION INSURANCE	398	398
355 TRAVEL	1,200	1,200
435 OFFICE SUPPLIES	5,000	5,000
499 OTHER SUPPLIES AND MATERIALS	1,000	1,000
524 STAFF DEVELOPMENT	6,000	6,000
599 OTHER CHARGES	32,125	32,125
TOTAL 72110 ACCOUNT	473,790	473,790
72610 OPERATION OF PLANT		
166 CUSTODIAL PERSONNEL	855,661	855,661
201 SOCIAL SECURITY	53,051	53,051
204 STATE RETIREMENT	51,521	51,521
206 LIFE INSURANCE	2,558	2,558
207 MEDICAL INSURANCE	210,138	210,138
208 DENTAL INSURANCE	5,997	5,997
212 MEDICARE	12,407	12,407
299 VISION INSURANCE	2,409	2,409
399 OTHER CONTRACTED SERVICES	950,000	1,011,503
410 CUSTODIAL SUPPLIES	150,000	150,000
415 ELECTRICITY	1,050,000	1,050,000
434 NATURAL GAS	115,000	115,000
454 WATER AND SEWER	89,000	89,000
599 OTHER CHARGES	8,000	8,000
TOTAL 72610 ACCOUNT	3,555,742	3,617,245
72620 MAINTENANCE OF PLANT		
189 OTHER SALARIES	655,554	655,554
201 SOCIAL SECURITY	40,644	40,644
204 STATE RETIREMENT	38,774	38,774
206 LIFE INSURANCE	1,100	1,100
207 MEDICAL INSURANCE	101,795	101,795
208 DENTAL INSURANCE	3,049	3,049
212 MEDICARE	9,506	9,506
299 VISION INSURANCE	1,100	1,100

335 MAINTENANCE AND REPAIR OF BLDGS	445,000	445,000
336 MAINTENANCE AND REPAIR OF EQUIP	150,000	150,000
338 Maintenance and Repair Vehicles	20,000	20,000
399 Other Contracted Services	90,649	90,649
425 GASOLINE	16,000	16,000
499 OTHER SUPPLIES	25,000	25,000
717 MAINTENANCE EQUIPMENT	15,000	15,000
718 MOTOR VEHICLES	0	0
TOTAL 72620 ACCOUNT	1,613,172	1,613,172
72710 TRANSPORTATION		
146 BUS DRIVERS	199,290	199,290
189 OTHER SALARIES AND WAGES	173,740	173,740
201 SOCIAL SECURITY	23,128	23,128
204 STATE RETIREMENT	8,600	8,600
206 LIFE INSURANCE	104	104
207 MEDICAL INSURANCE	8,069	8,069
208 DENTAL INSURANCE	400	400
299 VISION INSURANCE	200	200
212 MEDICARE	5,409	5,409
338 MAINTENANCE AND REPAIR OF VEHICLES	35,000	35,000
399 Other Contracted Services	25,000	25,000
425 GASOLINE	35,000	35,000
599 OTHER CHARGES	10,000	10,000
717 TRANSPORTATION EQUIPMENT	152,000	152,000
ISM Grant	19,738	19,738
TOTAL 72710 ACCOUNT	695,677	695,677
73400 VOLUTARY PREK	0	0
Total	0	0
76100 REGULAR CAPITAL OUTLAY		
707 BUILDING IMPROVEMENTS	319,482	319,482
ISM GRANT	46,922	46,922
TOTAL 76100 ACCOUNT	366,404	366,404
99100 TRANSFERS OUT	3,874,898	3,949,898
TOTAL EXPENDITURES GENERAL PURPOSE F	50,654,896	50,990,466

Teacher Tenure January 20, 2026

Michael Holiday	TVA
Tracy Butner	JTF
Sara Case	JTF
Jennifer Simpson	JTF
Mary Stroop	JTF
Macie Honey	REL
Tara Litchford	EMS
Julee Anna Kemp	THS
Elizabeth Arthur	District
Anna Delucenay	District
Maria Hargrove	District



Memo

To: Board Members

From: Hank Jordan

Date: 1/15/2026

Subject: JTF Excess Furniture Surplus

Jack T. Farrar Elementary is requesting approval to surplus and sell furniture items that were not needed in the new building. All TCS schools and departments have been given the opportunity to review and claim any items they could use.

In October, after the board approved to surplus these JTF furnishings, a sealed bid auction was held to sell groupings of the furniture to the public; however, no bids were received.

The school now proposes to sell the items individually, first offering them to employees to purchase before opening to the public. At a later date, the school would like to hold a “yard sale” style event open to the public. If any items remain after the “yard sale”, they will be stored (if there is availability), sent for scrap value, recycled, or disposed of.

Proceeds from the sales would be divided equally between Jack T. Farrar Elementary and funds for technology, designated to support the low-voltage infrastructure (phone lines, wireless access points and cabling, intercom, video, etc.) needs at the Early Learning Center.

The table below provides the estimated inventory and suggested sale prices for each item.

Current Inventory

<u>Item</u>	<u>Est. Quantity</u>	<u>Suggested Sales Price per item</u>
Student Chairs	293	\$10
Student Desks	109	\$15
Teacher Desks	18	\$10-\$50 (varies due to condition)

Teacher Chair	21	\$5 - \$15 (varies due to condition)
Stand Up Desks	7	\$15
Rolling White Boards	64	\$75
Kidney Tables	10	\$50
Metal Filing Cabinets	33	\$15
Tall Metal Cabinets	22	\$30
Dividers	19	\$100
4-sided angle tables	29	\$25
Round tables	14	\$25
Cafeteria Chairs	12	\$10
Book shelves, all sizes	47	\$10 - \$50
Rolling Cabinets	55	\$35
Odd tables	8	\$10-\$30

Staff recommends approval to surplus the remaining furniture at Jack T. Farrar for employees and then the public, with the proceeds to be split between the school and low-voltage infrastructure at the Early Learning Center.

Thank you.

Memo

To: Board Members

From: Hank Jordan

Date: 1/12/2026

Subject: State Special Education Preschool Grant - Playground surface purchase - Early Learning Center

In FY 24/25, TCS used a portion of its State Special Education Preschool Grant to fund the purchase and installation of four pieces of playground equipment for the new playground at the Early Learning Center. The equipment will be used by the 619 Pre-Ks that will be relocated to this building.

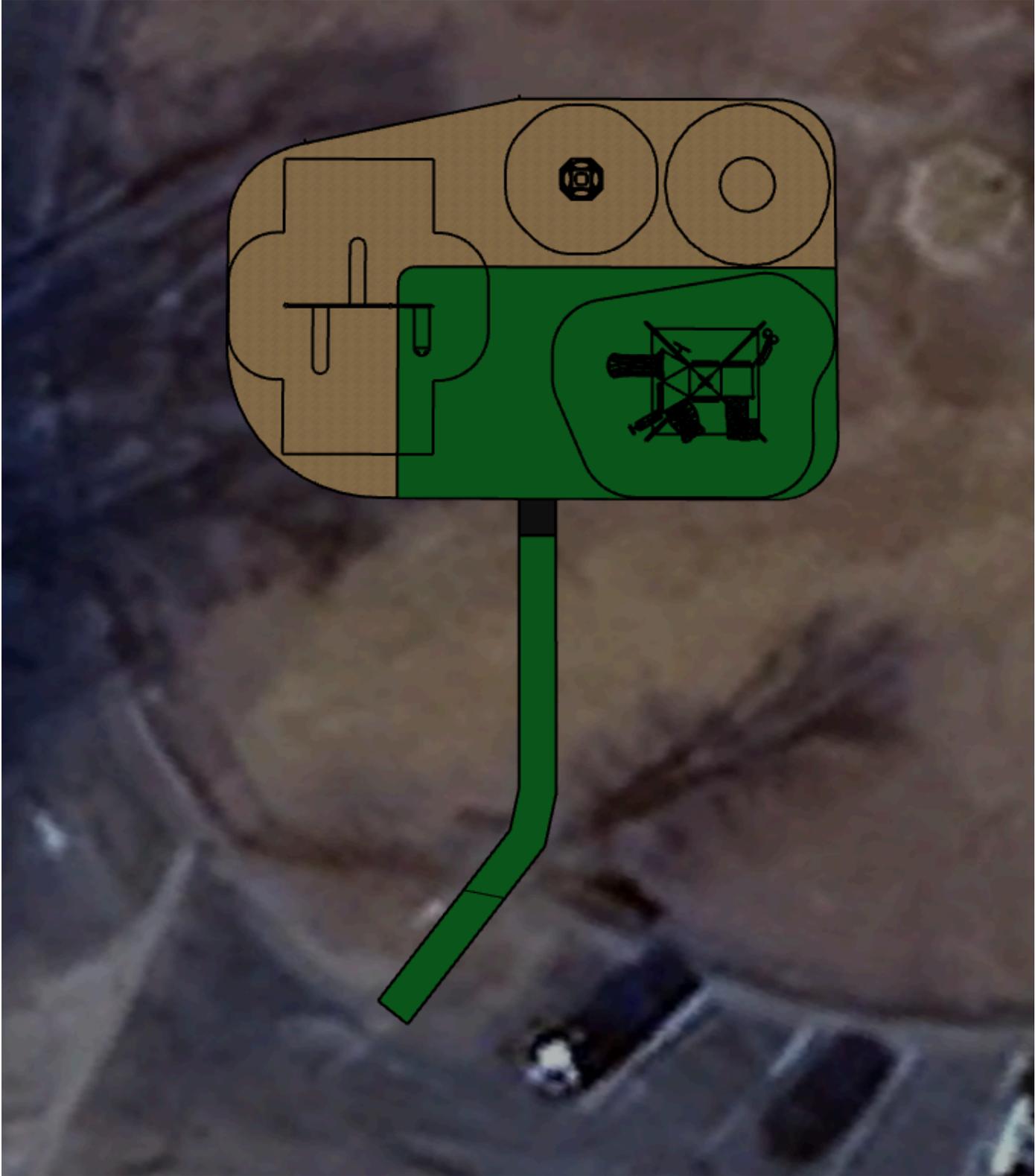
With the FY 25/26 State Special Education Preschool Grant, Dr. Wendy Wilkerson is requesting the installation of a poured rubber surface to facilitate easier access for students using wheelchairs, walkers, and strollers. The rubber surface would be installed on the walkway from the parking lot into the playground, and then on about 40% of the playground's surface area. (Please see attached photo depicting the area to be poured.)

The surface will be purchased and installed by Elevate Play Collective, the same vendor that installed the playground equipment. The prepared quote is for \$38,155.74 and is based on pricing provided through the purchase cooperative BuyBoard (contract #781-25), of which TCS is a member. This purchase will be fully funded by special education grant funding.

After reviewing the quote and consulting with Dr. Wilkerson, the staff recommends approval of the Elevate Play Collective proposal in the amount of \$38,155.74, to be fully funded by the State Special Education Preschool Grant.

Thank you.

AREA IN GREEN WILL BE COVERED WITH THE POURED RUBBER.



Tullahoma City Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Director of Schools Recruitment and Selection	Descriptor Code: 5.801	Issued Date: 09/15/20
		Rescinds: 5.801	Issued: 11/18/13

1 When a vacancy occurs, the appointment of a Director of Schools is a function of the Board.¹ The Board
2 is responsible for finding the person it believes can most effectively translate into action the policies of
3 the Board and the goals of the community and the professional staff.

4 The Board may employ a consultant to advise and assist the Board in the search and selection process.
5 However, final selection shall rest with the Board after a thorough consideration of qualified
6 applicants. An interim Director of Schools appointed during the time of a search shall not become a
7 candidate unless the Board expressly permits such inclusion in the selection process. A board member
8 may not apply for or in any other way be considered for the position of Director of Schools.²

9 If the Board chooses to conduct a search to fill the position, the Board shall initially develop the
10 following:

- 11 1. Job description;
- 12 2. Timeline;
- 13 3. System for accepting and reviewing applications; and
- 14 3. System for accepting and reviewing applications; and
- 15 3. System for accepting and reviewing applications; and
- 16 3. System for accepting and reviewing applications; and
- 17 4. Selection process which shall include, but not be limited to, the following:³
 - 18 a. The Board may invite the community to participate in the process of selecting a
19 Director of Schools. Resumes of persons interviewed by the Board shall be available in
20 the central office for public inspection.
 - 21 b. The interview process for each finalist shall include an interview with the entire Board
22 and may include meetings with various staff and community groups.
 - 23 c. Candidates shall be interviewed by the Board in an open session. Only board members
24 will be allowed to ask questions during the interview.
 - 25 d. The Board shall attempt to select a Director of Schools by unanimous vote, but only a
26 majority vote of the membership of the Board shall be required for the appointment of a
27 Director of Schools.
 - 28
 - 29
 - 30
 - 31

Legal References

1. TCA 49-2-203(a)(14)
2. TCA 49-2-203(a)(1)(D)
3. TCA 49-2-203(a)(14)(B)

Personnel - December 2025/January 2026

Hires

Melady Sherrill	ADMIN	District Receptionist/Assistant to Deputy Director	01/19/2026
Tilesia Baugh	CSS	Part-time Daycare Worker	12/01/2025
Lindsay Jones	CSS	Part-Time Daycare Worker	01/20/2026
Lesley Rader	CSS	Part-Time Daycare Worker	12/01/2025
Vilita Cantrell	ELE	Title I Assistant	12/08/2025
Cordelia Johnson	ELE	EA Behavior Mod	11/18/2025
Laura Lawson	ELE	Title I EA	11/18/2025
Brianna Lorance	ELE	Title I EA/K-2	11/17/2025
Ryan Albert	EMS/WMS	Boys Soccer Coach	01/15/2026
AJ Cochrane	EMS	Assistant Boys Basketball Coach	10/01/2025
Connie Jaramillo	JTF	Part-Time Title I EA	11/04/2025
Madalyn Moore	REL	Speech Pathologist	12/08/2025
Michael Pittman	REL	Custodian	12/15/2025
Steven Berry	THS	Assistant Boys Track Coach	11/14/2025
Trevell Wilkerson	THS	Head Boys Track Coach	11/14/2025
Rebecca Hill	WMS	Sped EA	12/17/2025
Michael Morries	WMS	Bowling Coach	11/18/2025

Resignations

Joe Evans	BAE	Part-Time Cafeteria Worker	11/07/2025
Morgan Long	ELE	K Teacher	01/27/2026
Macee Vincent	JTF	Part-Time EA	01/23/2026
Rivers Brown	REL	Speech Pathologist	12/08/2025
Tom Frederick	EMS/WMS	Middle School Boys Soccer Coach	12/19/2025
Cassie Hester	THS	School Social Worker	01/08/2026
Deana Brewer	ADMIN	District Receptionist/Assistant to Deputy Director	01/30/2026

Transfers

Shelby Pruitt	BAE-ELE	Custodian-Custodian	12/01/2025
Laura Lawson	ELE-ELE	K-2 EA-Attendance Secretary	12/08/2025

	FY26	FY26	FY26
ACCOUNT NUMBER	Budget- Amended 10/21/25	Actuals Through December	Projected Year End
UNDESIGNATED FUND BALANCE	3,874,898	0	3,874,898
40100 COUNTY TAXES			
40110 CURRENT PROPERTY TAX-COFFEE CO.	6,406,835	1,115,176	6,691,054
40111 CURRENT PROPERTY TAX -FRANKLIN C	215,000	0	0
40120 TRUSTEE'S COLLECTION-PRIOR YEAR	150,000	53,309	159,927
40130 CIRCUIT CLERK/C&M-PRIOR YEAR	27,500	21,501	64,503
40140 INTEREST & PENALTY	42,000	16,314	48,942
40161 PAYMENTS IN LIEU-TVA	100,000	21,817	65,450
TOTALS ACCOUNT NUMBER 40100	6,941,335	1,228,116	7,029,876
40600 CITY SCHOOL DISTRICT REVENUES			0
40710 LOCAL OPTION SALES TAX	6,839,479	3,009,917	6,839,479
TOTALS ACCOUNT NUMBERS 40600/40700	6,839,479	3,009,917	6,839,479
41000 LICENSES & PERMITS			0
41110 MARRIAGE LICENSES	1,350	699	2,097
TOTALS ACCOUNT NUMBER 41000	1,350	699	2,097
43000 CHARGES FOR SERVICES			0
43511 TUITION-REGULAR DAY STUDENTS	196,500	156,337	196,500
43570 RECEIPTS FROM INDIVIDUAL SCHOOLS	5,000	1,186	2,372
43990 OTHER CHARGES FOR SERVICES			0
TOTALS ACCOUNT NUMBER 43000	201,500	157,523	198,872
44000 OTHER LOCAL REVENUE			
44110 INTEREST EARNED	280,000	117,976	235,952
44170 OTHER REVENUE	20,000	36,133	72,266
44300 NURSING REIMBURSEMENT	13,000	24,475	73,425
44520 INSURANCE RECOVERY	0	3,794	7,588
44530 SALE OF EQUIPMENT	0	0	0
44560 DAMAGES RECOVERED FROM INDIVIDU	0	315	630
44570 CONTRIBUTIONS & GIFTS	10,000	21,500	43,000
44570 CONTRIBUTIONS & GIFTS - TEF	0	0	0
44900 CITY LIQUOR TAX	79,000	0	0
TOTALS ACCOUNT NUMBER 44000	402,000	204,193	432,861
46500 STATE EDUCATION FUNDS			0
46510 TENNESSEE INVESTMENT IN STUDENT	26,280,938	13,476,039	26,280,938
46515 PRE-K	379,675	157,697	378,473
46590 OTHER STATE EDUCATION FUNDS-	627,089	627,089	627,089
46590 (ISM Grant)	464,866	122,417	464,866
46592 INTERNET CONNECTIVITY	0	0	0
46595 STUDENT MANAGEMENT SYSTEM	0	0	0
46596 Paid Parental Leave	100,000	55,781	334,683
46610 CAREER LADDER	40,000	18,950	40,000
46790 - INNOVATIVE SCHOOLS MODEL GRANT	0	0	0
TOTALS ACCOUNT NUMBER 46500	27,892,568	14,457,973	28,126,049

46800 OTHER STATE REVENUES			
46840 STATE "DICKEL" TAX	2,100	1,210	2,904
46982 SCHOOL SAFETY	72,429	0	0
			0
TOTALS ACCOUNT NUMBER 46800	74,529	1,210	2,904
47100 FEDERAL FUNDS through STATE			
47143 IDEA PART-B HIGH COST	78,780	0	0
47210 JTPA/LITERACY PROGRAM	160,468	72,180	173,232
47590 OTHER FEDERAL THRU STATE	0		0
TOTALS ACCOUNT NUMBER 47100	239,248	72,180	173,232
49000 OTHER SOURCES /NON-REVENUE			
49200 NOTE PROCEEDS			0
49810 CITY GENERAL FUND TRANSFERS	4,085,489	500,000	4,085,489
Solid Waste Transfer	102,500	0	102,500
TOTALS ACCOUNT NUMBER 49000	4,187,989	500,000	4,187,989
TOTALS FOR GENERAL PURPOSE FUND	50,654,896	19,631,811	50,868,257
EXPENDITURES	FY26	FY26	FY26
ACCOUNT NUMBER	Budget- Proposed 10/21/25	Actuals Through December	Projected Year End
71100 REGULAR EDUCATIONAL PROGRAM			
116 TEACHERS	14,373,404	5,926,160	14,222,784
117 CAREER LADDER	30,000	7,834	18,802
163 EDUCATIONAL ASSISTANTS	1,349,143	603,546	1,448,510
195 SUBSTITUTE TEACHERS	330,000	166,518	399,643
201 SOCIAL SECURITY	997,118	385,880	926,112
204 STATE RETIREMENT	1,154,727	462,295	1,109,508
206 LIFE INSURANCE	26,543	10,952	26,285
207 MEDICAL INSURANCE	2,700,198	1,090,998	2,618,395
208 DENTAL INSURANCE	66,323	26,332	63,197
212 MEDICARE	233,197	91,881	220,516
299 VISION INSURANCE	24,391	9,872	23,693
355 TRAVEL	0	0	0
429 INSTRUCTIONAL SUPPLIES & MATERIALS	354,000	294,423	354,000
449 TEXTBOOKS	400,000	250,260	400,000
499 - Other Supplies & Materials	20,000	33,795	67,590
524 STAFF DEVELOPMENT	10,000	8,070	16,141
599 OTHER CHARGES	125,680	41,115	82,230
722 REGULAR INSTRUCTIONAL EQUIPMENT	863,785	567,802	850,000
722 REGULAR INSTRUCTIONAL EQP.(ISM)	220	4,585	9,170
TOTAL 71100 ACCOUNT	23,058,729	9,982,319	22,856,575
71200 SPECIAL EDUCATION PROGRAM			0

116 TEACHERS	2,152,099	865,654	2,077,570
117 CAREER LADDER	4,000	1,250	3,000
162 CLERICAL PERSONNEL			0
163 EDUCATIONAL ASSISTANTS	998,251	389,814	935,554
171 SPEECH PATHOLOGISTS	123,900	0	0
189 OTHER SALARIES	0	230	552
195 SUBSTITUTE TEACHERS	70,000	64,398	154,554
201 SOCIAL SECURITY	207,591	75,879	182,109
204 STATE RETIREMENT	235,378	90,681	217,634
206 LIFE INSURANCE	6,915	2,846	6,831
207 MEDICAL INSURANCE	682,513	275,380	660,912
208 DENTAL INSURANCE	17,220	7,082	16,997
212 MEDICARE	48,550	18,000	43,200
299 VISION INSURANCE	6,354	2,558	6,140
312 CONTRACTS WITH PRIVATE AGENCIES	50,000	116,534	233,068
429 INSTRUCTIONAL SUPPLIES & MATERIALS	50,000	17,514	35,028
499 OTHER INSTRUCTIONAL SUPPLIES	32,500	13,970	27,940
599 OTHER CHARGES	0	0	0
725 SPECIAL EDUCATION EQUIPMENT	10,000	9,151	18,303
APPROX AMOUNT FROM SPED TRANSFER			0
TOTAL 71200 ACCOUNT	4,695,271	1,950,941	4,619,392
71300 VOCATIONAL EDUCATION PROGRAM			
105 SUPERVISOR/DIRECTOR	117,058	58,754	117,508
116 TEACHERS	600,899	279,104	669,850
117 CAREER LADDER	0		0
201 SOCIAL SECURITY	44,513	19,506	46,814
204 STATE RETIREMENT	52,731	24,452	58,685
206 LIFE INSURANCE	1,079	515	1,236
207 MEDICAL INSURANCE	133,045	62,473	149,935
208 DENTAL INSURANCE	2,890	1,307	3,137
212 MEDICARE	10,410	4,562	10,949
299 VISION INSURANCE	1,018	457	1,097
355 TRAVEL	12,000	12,000	12,000
429 INSTRUCTIONAL SUPPLIES AND MATERIA	15,000	15,000	15,000
599 OTHER CHARGES	5,000	13,370	20,000
730 VOC EQUIPMENT	0		0
ISM GRANT EXP	315,132	140,199	315,132
TOTAL 71300 ACCOUNT	1,310,775	631,699	1,421,342
72110 ATTENDANCE			
105 SUPERVISOR/DIRECTOR	109,988	45,828	109,987
162 CLERICAL PERSONNEL	0	0	0
201 SOCIAL SECURITY	6,819	2,825	6,780
204 STATE RETIREMENT	7,897	2,782	6,677
206 LIFE INSURANCE	215	44	106
207 MEDICAL INSURANCE	24,731	3,310	7,944
208 DENTAL INSURANCE	558	112	269
212 MEDICARE	1,595	661	1,586
299 VISION INSURANCE	197	39	94
355 TRAVEL	750	317	634
499 OTHER SUPPLIES AND MATERIALS	750	0	0

524 STAFF DEVELOPMENT	3,500	600	1,200
599 OTHER CHARGES	5,000	1,781	3,562
TOTAL 72110 ACCOUNT	162,001	58,299	138,838
72120 HEALTH SERVICES			
105 SUPERVISOR/DIRECTOR	78,958	32,899	78,958
131 NURSES	450,210	188,546	452,510
201 SOCIAL SECURITY	32,808	12,727	30,545
204 STATE RETIREMENT	35,602	15,813	37,951
206 LIFE INSURANCE	871	352	845
207 MEDICAL INSURANCE	111,687	42,680	102,432
208 DENTAL INSURANCE	2,257	894	2,146
212 MEDICARE	7,673	2,977	7,145
299 VISION INSURANCE	794	312	749
355 TRAVEL	650	223	446
413 DRUGS AND MEDICAL SUPPLIES	18,500	1,870	3,740
499 OTHER CHARGES	17,000	6,141	12,282
524 STAFF DEVELOPMENT	8,000	2,286	4,572
TOTAL 72120 ACCOUNT	765,010	307,720	734,320
72130 OTHER STUDENT SUPPORT			
117 CAREER LADDER	1,000	0	0
123 GUIDANCE PERSONNEL	709,604	261,803	628,327
161 SECRETARY	32,373	13,489	32,374
201 SOCIAL SECURITY	46,065	15,774	37,858
204 STATE RETIREMENT	49,996	17,306	41,534
206 LIFE INSURANCE	1,079	396	950
207 MEDICAL INSURANCE	121,008	43,735	104,964
208 DENTAL INSURANCE	2,652	1,005	2,412
212 MEDICARE	10,773	3,689	8,854
299 VISION INSURANCE	982	351	842
312 CONTRACTS W/PRIVATE AGENCIES	84,352	41,144	82,288
322 EVALUATION AND TESTING	12,500	0	0
524 STAFF DEVELOPMENT	350	167	334
TOTAL 72130 ACCOUNT	1,072,733	398,859	940,737
72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.			
105 SUPERVISOR/DIRECTOR	278,886	139,443	278,886
117 CAREER LADDER	1,000	1,250	2,500
129 LIBRARIANS	275,178	112,136	224,273
161 SECRETARY	73,202	36,601	73,201
189 Other Salaries (CEI)	0	45,225	90,450
201 SOCIAL SECURITY	38,952	19,848	39,697
204 STATE RETIREMENT	39,562	19,433	38,866
206 LIFE INSURANCE	659	337	674
207 MEDICAL INSURANCE	74,723	33,155	66,310
208 DENTAL INSURANCE	1,750	744	1,488
212 MEDICARE	9,110	4,648	9,296
299 VISION INSURANCE	1,700	299	598
355 TRAVEL	14,000	4,650	9,300
429 Instructional Supplies (CEI)	0	37,258	74,517
432 LIBRARY BOOKS	50,000	49,999	50,000
524 STAFF DEVELOPMENT	7,000	6,946	13,892

525 STAFF DEVELOPMENT (CEI)	0	19,674	19,174
599 OTHER CHARGES	800	5,726	11,452
TOTAL 72210 ACCOUNT	866,522	537,373	1,004,573
72220 SPECIAL EDUCATION PROGRAM			
105 SUPERVISOR/DIRECTOR	121,220	60,610	121,220
117 CAREER LADDER	0		0
124 PSYCHOLOGIST	82,822	34,509	82,822
162 CLERICAL PERSONNEL	103,218	47,775	114,660
189 OTHER SALARIES	354,158	148,766	357,038
201 SOCIAL SECURITY	41,008	17,302	41,525
204 STATE RETIREMENT	40,346	16,693	40,063
206 LIFE INSURANCE	857	409	983
207 MEDICAL INSURANCE	81,950	39,310	94,344
208 DENTAL INSURANCE	2,218	1,039	2,494
212 MEDICARE	9,591	4,047	9,713
299 VISION INSURANCE	781	363	871
355 TRAVEL	3,000	2,069	4,138
399 OTHER CONTRACTED SERVICES	85,000	33,773	67,547
499 OTHER SUPPLIES & MATERIALS	22,500	6,238	12,477
524 STAFF DEVELOPMENT	37,500	6,420	12,841
599 OTHER CHARGES	26,500	29,499	58,998
TOTAL 72220 ACCOUNT	1,012,670	448,823	1,021,732
72230 VOCATIONAL SUPPORT			
524 (ISM) STAFF DEVELOPMENT	3,000	595	3,000
790 (ISM) EQUIPMENT	79,942	50,010	79,942
TOTAL 72230 ACCOUNT	82,942	50,605	82,942
72250 TECHNOLOGY			
105 SUPERVISOR/DIRECTOR	138,090	69,266	138,532
117 CAREER LADDER			0
163 EDUCATIONAL ASSISTANTS	468,629	231,907	463,815
201 SOCIAL SECURITY	37,617	17,739	35,478
204 STATE RETIREMENT	41,775	24,733	49,465
206 LIFE INSURANCE	752	422	845
207 MEDICAL INSURANCE	62,216	37,458	74,916
208 DENTAL INSURANCE	1,793	938	1,877
212 MEDICARE	8,797	4,149	8,298
299 VISION INSURANCE	685	374	749
355 TRAVEL	4,000	2,231	4,462
435 OFFICE SUPPLIES	1,000	0	0
524 STAFF DEVELOPMENT	7,000	6,990	13,981
599 OTHER CHARGES	8,000	2,270	4,540
TOTAL 72250 ACCOUNT	780,354	398,479	796,957
72310 GENERAL ADMIN/BD OF EDUCATION			
191 DIRECTOR'S FEE	10,500	5,250	10,500
118 SECRETARY TO BOARD	0	0	0
188 Bonus (1-time teacher bonus/TEFA)	546,000	720,060	546,000
189 Other Salaries	35,090	16,811	33,622
201 SOCIAL SECURITY	36,679	45,572	91,145
204 State Retirement	41,933	47,178	94,356

205 HSA FRINGE	60,000	0	0
206 LIFE INSURANCE	0	1,164	2,328
207 MEDICAL INSURANCE	155,384	70,862	141,724
208 DENTAL INSURANCE	9,687	4,993	9,986
299 VISION INSURANCE	2,554	1,370	2,740
210 UNEMPLOYMENT COMPENSATION	10,000	2,738	5,476
211 LOCAL RETIREMENT	659,000	370,342	659,000
212 MEDICARE	8,578	10,754	21,507
217 HYBRID RETIREMENT STABILIZATION	0	3,478	6,956
305 AUDIT SERVICES	48,500	7,500	15,000
320 DUES AND MEMBERSHIP	19,500	12,802	25,604
331 LEGAL SERVICES	27,000	11,250	22,500
355 TRAVEL	4,000	0	0
506 LIABILITY INSURANCE	398,117	398,117	398,117
508 PREMIUM ON CORP. SURETY BONDS	2,500	0	2,500
510 TRUSTEE COMMISSION	150,000	17,577	35,154
513 WORKMEN'S COMPENSATION	180,902	180,902	180,902
524 STAFF DEVELOPMENT	30,000	18,050	36,100
599 OTHER CHARGES	25,000	4,105	8,211
TOTAL 72310 ACCOUNT	2,460,924	1,950,875	2,349,427
72320 OFFICE OF THE SUPERINTENDENT			
101 ADMINISTRATIVE OFFICER	196,797	98,399	196,798
117 CAREER LADDER	0	0	0
161 SECRETARY	79,990	39,995	79,990
201 SOCIAL SECURITY	17,161	7,340	14,681
204 STATE RETIREMENT	19,453	9,329	18,658
206 LIFE INSURANCE	217	106	212
207 MEDICAL INSURANCE	8,100	3,972	7,944
208 DENTAL INSURANCE	281	134	268
212 MEDICARE	4,013	2,003	4,007
299 VISION INSURANCE	1,997	94	188
307 COMMUNICATIONS	150,000	55,362	110,724
348 POSTAL CHARGES	6,000	597	1,194
355 TRAVEL	3,500	1,105	2,211
435 OFFICE SUPPLIES	9,000	4,494	8,988
524 STAFF DEVELOPMENT	18,000	4,596	9,193
599 OTHER CHARGES	18,000	3,023	6,047
TOTAL 72320 ACCOUNT	532,509	230,551	461,102
72410 OFFICE OF THE PRINCIPAL			
103 ASSISTANT PRINCIPALS	830,830	347,898	834,955
104 PRINCIPALS	887,592	442,797	885,594
117 CAREER LADDER	3,000	1,189	2,594
161 SECRETARIES	379,842	136,477	327,545
201 SOCIAL SECURITY	130,278	54,734	119,420
204 STATE RETIREMENT	147,210	58,056	126,667
206 LIFE INSURANCE	2,754	1,066	2,326
207 MEDICAL INSURANCE	301,994	113,578	247,807
208 DENTAL INSURANCE	7,274	2,793	6,094
212 MEDICARE	30,468	12,801	27,929
299 VISION INSURANCE	2,305	975	2,127
435 OFFICE SUPPLIES	25,000	21,000	25,000
524 STAFF DEVELOPMENT	2,500	183	365

599 OTHER CHARGES	1,000	150	300
TOTAL 72410 ACCOUNT	2,752,048	1,193,696	2,608,723
72510 FISCAL SERVICES			
105 SUPERVISOR/DIRECTOR	155,423	77,712	155,424
119 BOOKKEEPERS	213,648	106,825	213,650
201 SOCIAL SECURITY	22,882	10,963	21,926
204 STATE RETIREMENT	25,134	14,292	28,584
206 LIFE INSURANCE	435	211	422
207 MEDICAL INSURANCE	43,797	21,264	42,528
208 DENTAL INSURANCE	1,127	536	1,072
212 MEDICARE	5,352	2,564	5,128
299 VISION INSURANCE	375	188	376
355 TRAVEL	300	37	74
399 OTHER CONTRACTED SERVICES	47,500	37,931	47,500
435 OFFICE SUPPLIES	3,500	2,765	5,530
524 STAFF DEVELOPMENT	1,750	756	1,512
599 Other	1,500	7,046	14,093
TOTAL 72510 ACCOUNT	522,724	283,090	537,819
72520 HR/PERSONNEL			
105 SUPERVISOR/DIRECTOR	165,889	82,915	165,830
162 CLERICAL PERSONNEL	176,260	88,914	177,828
201 SOCIAL SECURITY	21,213	10,449	20,898
204 STATE RETIREMENT	24,922	12,835	25,671
206 LIFE INSURANCE	435	211	422
207 MEDICAL INSURANCE	33,540	10,944	21,888
208 DENTAL INSURANCE	848	402	804
212 MEDICARE	4,961	2,444	4,887
299 VISION INSURANCE	398	187	374
355 TRAVEL	1,200	294	588
435 OFFICE SUPPLIES	5,000	3,880	7,761
499 OTHER SUPPLIES AND MATERIALS	1,000	0	0
524 STAFF DEVELOPMENT	6,000	3,279	6,558
599 OTHER CHARGES	32,125	24,076	48,152
TOTAL 72110 ACCOUNT	473,790	240,831	481,662
72610 OPERATION OF PLANT			
166 CUSTODIAL PERSONNEL	855,661	445,556	891,112
201 SOCIAL SECURITY	53,051	26,349	52,698
204 STATE RETIREMENT	51,521	31,755	63,510
206 LIFE INSURANCE	2,558	1,257	2,514
207 MEDICAL INSURANCE	210,138	107,500	215,000
208 DENTAL INSURANCE	5,997	2,949	5,898
212 MEDICARE	12,407	6,162	12,324
299 VISION INSURANCE	2,409	1,170	2,340
399 OTHER CONTRACTED SERVICES	950,000	343,092	686,184
410 CUSTODIAL SUPPLIES	150,000	53,175	106,350
415 ELECTRICITY	1,050,000	467,562	935,124
434 NATURAL GAS	115,000	15,895	31,790
454 WATER AND SEWER	89,000	39,418	78,836
599 OTHER CHARGES	8,000	4,088	8,176
TOTAL 72610 ACCOUNT	3,555,742	1,545,928	3,091,856

72620 MAINTENANCE OF PLANT			
189 OTHER SALARIES	655,554	319,073	638,146
201 SOCIAL SECURITY	40,644	19,207	38,414
204 STATE RETIREMENT	38,774	22,707	45,414
206 LIFE INSURANCE	1,100	563	1,126
207 MEDICAL INSURANCE	101,795	47,561	95,122
208 DENTAL INSURANCE	3,049	1,430	2,860
212 MEDICARE	9,506	4,492	8,984
299 VISION INSURANCE	1,100	499	998
335 MAINTENANCE AND REPAIR OF BLDGS	445,000	108,519	217,038
336 MAINTENANCE AND REPAIR OF EQUIP	150,000	74,296	148,592
338 Maintenance and Repair Vehicles	20,000	8,707	17,414
399 Other Contracted Services	90,649	0	0
425 GASOLINE	16,000	9,669	19,339
499 OTHER SUPPLIES	25,000	35,993	71,986
717 MAINTENANCE EQUIPMENT	15,000	82	164
718 MOTOR VEHICLES	0	0	0
TOTAL 72620 ACCOUNT	1,613,172	652,798	1,305,597
72710 TRANSPORTATION			
146 BUS DRIVERS	199,290	119,347	260,393
189 OTHER SALARIES AND WAGES	173,740	96,454	210,445
201 SOCIAL SECURITY	23,128	13,346	32,030
204 STATE RETIREMENT	8,600	5,338	12,811
206 LIFE INSURANCE	104	53	127
207 MEDICAL INSURANCE	8,069	3,972	9,533
208 DENTAL INSURANCE	400	134	322
299 VISION INSURANCE	200	47	113
212 MEDICARE	5,409	3,121	7,490
338 MAINTENANCE AND REPAIR OF VEHICLES	35,000	11,145	22,290
399 Other Contracted Services	25,000	4,000	8,000
425 GASOLINE	35,000	13,499	26,998
599 OTHER CHARGES	10,000	4,580	9,160
717 TRANSPORTATION EQUIPMENT	152,000	151,500	152,000
ISM Grant	19,738	1,097	
TOTAL 72710 ACCOUNT	695,677	427,633	751,713
73400 VOLUTARY PREK	0	220,998	
Total	0	220,998	0
76100 REGULAR CAPITAL OUTLAY			
707 BUILDING IMPROVEMENTS	319,482	140,787	319,482
ISM GRANT	46,922	25,443	46,922
TOTAL 76100 ACCOUNT	366,404	166,230	366,404
99100 TRANSFERS OUT	3,874,898	2,425,000	3,874,898
TOTAL EXPENDITURES GENERAL PURPOSE F	50,654,896	24,102,748	49,446,609