

**Collierville Schools Board Business Meeting
June 24, 2025 3:00 PM
Collierville High School Community Room
11605 East Shelby Drive
Collierville, TN 38017**

- | | |
|--|---------------------------------------|
| I. Call to Order | Wright Cox, Chairman |
| II. Roll Call | Wright Cox, Chairman |
| III. Moment of Silence | Wright Cox, Chairman |
| IV. Pledge of Allegiance | Wright Cox, Chairman |
| V. Public Comments | Wright Cox, Chairman |
| VI. Approval of the June 24, 2025 Agenda | Wright Cox, Chairman |
| VII. Business Affairs | Wright Cox, Chairman |
| A. Approval of the May 20, 2025 Business Meeting Minutes | Wright Cox, Chairman |
| VIII. Reports | |
| A. Chairman's Report | Wright Cox, Chairman |
| B. Director's Report | Dr. Russell Dyer, Director of Schools |
| C. Legal Report | Mike Marshall, Board Attorney |
| IX. Business Items for Approval | Dr. Russell Dyer, Director of Schools |
| A. Approval of the Director of Schools' 2nd Amended Contract (2025-2029) | Wright Cox, Chairman |
| B. Approval of the Director of Schools' 2024-2025 Evaluation and payment of Performance Bonus. | Wright Cox, Chairman |
| C. Approval of CS2030 Strategic Plan | Dr. Russell Dyer, Director of Schools |
| X. Consent Items for Approval | |
| A. Approval of May 2025 Monthly Financials | |
| B. Approval of Budget Resolution 2025-08 School Nutrition Amendment #1 (Final) | |
| C. Approval of Budget Resolution 2025-09 Capital Projects Fund Amendment #1 - (Final) | |
| D. Approval of Budget Resolution 2025-10 Federal Fund Amendment #1 (Final) | |
| E. Approval of Budget Resolution 2025-11 Discretionary Grants Fund Amendment #1 (Final) | |
| F. Approval of Budget Resolution 2025-12 General Fund Budget Amedment #3 (Final) | |
| G. Approval of 2025-2026 New Clubs | |



COLLIERVILLE SCHOOLS

SCHOLARSHIP · INTEGRITY · SERVICE

- H. Approval of 2025-2026 School Fees
- I. Approval to purchase Mosyle Manager
- J. Approval of 2025-2026 Differentiated Pay Plan
- K. Approval of June 2025 Policy Updates

- L. 1.10
21
- O. 1.40
7
- R. 1.90
1
- U. 1.90
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- X. 1.90
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- AA. 1.9
06
- DD. 2.4
03
- GG. 3.2
02
- JJ. 3.20
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- MM. 4.
100
- PP. 4.2
12
- SS. 4.3
01
- VV. 4.4
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- YY. 4.4
06
- BBB. 4
.213
- EEE. 4.
214
- HHH. 4
.300
- KKK. 4
.301
- NNN. 4
.601

- M. Student Board Representative (NEW)
- P. School District Records
- S. Charter School Applications
- V. Charter School Oversight
- Y. Charter School Renewal
- BB. Charter School Revocation
- EE. Surplus Property Sales
- HH. Emergency Operations Plan
- KK. Threat Assessment Team
- NN. Instructional Goals
- QQ. Virtual Education Program
- TT. Interscholastic Athletics
- WW. Library Materials
- ZZ. Use of the Internet
- CCC. Family Life Education
- FFF. Use of Artificial Intelligence Programs
- III. Extracurricular Activities
- LLL. Interscholastic Athletics
- OOO. Reporting Student Progress



COLLIERVILLE SCHOOLS

SCHOLARSHIP · INTEGRITY · SERVICE

QQQ. 5
.100

RRR. Personnel Goals

TTT. 5.
119

UUU. Employment of Retirees

WWW.
.305

XXX. Family and Medical Leave

ZZZ. 5.
500

AAAA. Discrimination/Harassment of Empl

CCCC. 4
.701

DDDD. Substitute Teachers

FFFF. 6
.200

GGGG. Attendance

III. 6.3
03

JJJ. Questioning Students and Searches

KKKK.
.304

LLLL. Student Discrimination, Harassment, I
Intimidation

MMMM.
.312

NNNN. Use of Personal Communication Dev
Electronic Devices

PPPP. 6
.411

QQQQ. Student Wellness

SSSS. 6
.600

TTTT. Student Records

XI. Adjournment



**Minutes of the Collierville Schools Board Business Meeting
May 20, 2025 6:00 PM
Collierville Schools Board Meeting Room
215 W Poplar Avenue
Collierville, TN 38017**

Attendance Taken at 6:00 PM.

Tom Bailey: Present
Paul Childers: Absent
Wanda Chism: Present
Wright Cox: Present
Wanda Gibbs: Present

I. Call to Order

The Collierville Schools Board of Education Business Meeting was called to order by Board Chairman, Wright Cox at 6:00pm.

II. Roll Call

The roll call was taken by Board Chairman, Wright Cox. The Board members that were present represented a quorum.

III. Moment of Silence

Board Chairman, Wright Cox, led the meeting in prayer.

IV. Pledge of Allegiance

The Pledge of Allegiance was led by Board Member Wanda Chism.

V. Special Recognitions

A. Collierville Schools 2025 Retirees

Mr. Jeff Jones recognized the 2024-2025 retirees and presented them with a retirement gift in appreciation of their time served with Collierville Schools.

B. Collierville High School Forensics Team - 2025 THSSDL State Champions

Mr. Jeffrey Robbins, Director, introduced the Collierville High School Forensics team and congratulated them on the 2025 THSSDL State Championship. Mr. Robbins also commented on many other accolades from the team this school year.

C. West Collierville Middle School Boys Soccer Team- 2025 TMSAA Sectional Champions

Coach Cody Ray introduced the 2024-2025 West Collierville Middle School's boys soccer team. The team was recognized for their hard work in achieving the TMSAA Sectional Championship.

D. West Collierville Middle School Girls Track and Field Team- 2025 TMSAA State Champions

Coach Palmer introduced her team and recognized the team's accomplishment of achieving the TMSAA Girls Track and Field State Championship for the 4th consecutive year.

E. West Collierville Middle School Baseball Team- 2025 TMSAA State Runner Up

Coach Stambaugh recognized West Collierville Middle School's Baseball Team on being the 2025 TMSAA State Runner Up.

VI. Public Comments

There were no public comments.

VII. Approval of Agenda

A. Approval of the May 20, 2025 Agenda

Motion Passed: Wanda Chism made the motion to approve the May 20, 2025 agenda. The motion was seconded by Wanda Gibbs.

Paul Childers: Absent

Tom Bailey: Yea

Wanda Chism: Yea

Wanda Gibbs: Yea

Wright Cox: Yea

VIII. Business Affairs

A. Approval of April 29, 2025 Business Meeting Minutes

Ms. Wanda Gibbs made a correction to the April 29 Board Business Meeting Minutes to reflect the name change on Roll Call and Moment of Silence to show Vice Chairman, Wanda Chism.

Motion Passed: Tom Bailey made the motion to approve the corrected April 29, 2025 Business Meeting Minutes. The motion was seconded by Wanda Chism.

Paul Childers: Absent

Tom Bailey: Yea

Wanda Chism: Yea

Wanda Gibbs: Yea

Wright Cox: Yea

IX. Reports

A. Chairman's Report

Mr. Cox commented on attending recent events including CHS graduation, CMS Promotion Ceremony and Crosswind Elementary ribbon-cutting ceremony. It was wonderful to see the things that are happening in our schools, and he is proud to be a part of it.

Mr. Cox recognized Brian Curry, Germantown School Board Member, for being with us.

B. Director's Report

Dr. Dyer congratulated the CHS Graduating Senior Class and wished them well in their future plans.

Thank you to the Department of Exceptional Children and all volunteers for making Dragon Games successful.

Thank you to Thomas Dougherty for getting all things completed and ready for the Crosswind Ribbon Cutting ceremony.

Dr. Dyer remarked on celebrating our athletes for a great year.

We will be seeing the TOSS General Assembly Updates in the coming months and how they will impact Collierville Schools.

Our last day of school will be Thursday, May 22, with a half day for students.

X. Business Items for Approval

A. 2025-2026 Board Meeting Calendar

Motion Passed: Wanda Gibbs made the motion to approve the 2025-2026 Board Meeting Calendar. The motion was seconded by Tom Bailey.

Paul Childers: Absent

Tom Bailey: Yea

Wanda Chism: Yea

Wanda Gibbs: Yea

Wright Cox: Yea

B. Approval of the Director of Schools Evaluation Instrument

Board Member Wanda Gibbs questioned the grading system of the evaluation instrument. She would like to see the scoring criteria for 2, 3 and 4. Board Attorney, Mr. Mike Marshall will assist with the adjustments. After discussion, the board agreed to table the approval of the Evaluation Instrument until later.

Motion Tabled: Wanda Gibbs made the motion to table the Director of Schools evaluation instrument.

Paul Childers: Absent

Tom Bailey: Yea

Wanda Chism: Yea

Wanda Gibbs: Yea

Wright Cox: Yea

XI. Consent Items for Approval

Wanda Gibbs questioned the Lottery Scholarship information found in policy 4.600. Ms. Gibbs requested clarification on policy #4.214 Use of Artificial Intelligence.

Motion Passed: Tom Bailey made the motion to approve the consent agenda. The motion was seconded by Wanda Chism.

Paul Childers: Absent

Tom Bailey: Yea

Wanda Chism: Yea

Wanda Gibbs: Yea

Wright Cox: Yea

A. Policy Updates- Instructional Materials and Services

B. Approval of April 2025 Monthly Financial Statements

XII. Adjournment

The meeting adjourned at 6:50 pm.

Wright Cox, Chairman

Superintendent

Mike Marshall, Board Attorney



DRAFT



CS2030 STRATEGIC PLAN

2025-2030

Empowering all students to achieve success through a comprehensive educational journey that prepares them for college, careers, and life.

BOARD OF EDUCATION

The Collierville Schools Board of Education is dedicated to fostering an environment where every student can achieve academic excellence and personal growth in a safe and supportive setting.

BOARD OF EDUCATION



WANDA GIBBS
POSITION 1



WANDA CHISM
POSITION 2 - VICE CHAIR



PAUL CHILDERS
POSITION 3



TOM BAILEY
POSITION 4



WRIGHT COX
POSITION 5 - CHAIR



DR. RUSSELL DYER
DIRECTOR OF SCHOOLS

STRATEGIC PLAN OVERVIEW

Mission: Empowering all students to achieve success through a comprehensive educational journey that prepares them for college, careers, and life.

Vision: By 2030, Collierville Schools will be nationally-recognized for student success, with every learner equipped with the skills, knowledge, and support needed to thrive in college, careers, and life. Our educators will be empowered to inspire and guide students, and our communication efforts will effectively brand and promote our commitment to excellence and opportunity for all.



FOCUS AREAS

COLLEGE & CAREER READY

Are our students prepared to pursue college majors and careers that lead to success?

LIFE READY

How can we best prepare our students to rise above challenges and thrive in careers that inspire and empower them to be successful?

EDUCATORS

What policies and systems are in place so that Collierville Schools continues to recruit, hire, and retain top talent?

COMMUNICATION & BRANDING

How do we effectively communicate our strategic plan goals to all stakeholder groups?

COLLEGE & CAREER



THEORY OF ACTION

If Collierville Schools commits to ensuring every student achieves measurable growth by setting high expectations and tracking progress across all subjects and subgroups, and provides comprehensive, differentiated training to all educational staff to deliver rigorous, standards-aligned instruction, then the district will create an environment where students are equipped with the skills and knowledge necessary for success.

By strategically allocating resources for ongoing professional development and fostering a culture of continuous learning among educators, Collierville Schools will enhance instructional quality and responsiveness to diverse student needs. Additionally, by establishing a continuum of support from early education through upper grades, the district will strengthen college and career readiness, boosting ACT scores and enhancing pathways to post-secondary opportunities.

Together, these actions will ensure every student makes at least one year of academic progress annually, while being prepared to thrive in future academic and career endeavors.

**PRIORITY 1:
ACADEMIC GROWTH
FOR EVERY
STUDENT**

**PRIORITY 2:
COMPREHENSIVE
TRAINING FOR
RIGOROUS
INSTRUCTION**

**PRIORITY 3:
COLLEGE & CAREER
READINESS**

COLLEGE & CAREER

INITIATIVES

PRIORITY 1

ACADEMIC GROWTH FOR EVERY STUDENT

Objective: Ensure all students make at least one year of progress across all subjects and subgroups (TVAAS Level 3)

- Enhance instructional quality and focus
- Implement data-driven instruction and Response to Intervention (RTI)
- Standards-aligned instruction and assessment

YEAR 1 2025-2026

- Provide HQIM access for all teachers with particular attention given to teachers representing special populations
- Implement cooperatively developed scope and sequence expectations with continuous review
- Use student data to inform RTI period placements and to focus RTI on ELA and Math only
- Implement ongoing training for administrators, instructional leaders, and all teachers
- Train administrators and educators to utilize the Instructional Practice Guide (IPG) to enhance instruction

YEAR 2 2026-2027

- Increase instructional time in middle schools by adjusting master schedules for extended ELA and Math periods
- Provide support for students via alternative methods outside the traditional school day
- Develop processes to track at-risk students within professional learning communities (PLCs)
- Assign high-impact teachers (TVAAS Level 5) for special populations
- Develop, use, and analyze common unit assessments aligned to standards and curriculum
- Equip teachers with ongoing strategies for rigorous instruction, providing differentiation, productive struggle, close reading, and test-taking skills

YEARS 3-5 2027-2030

- Continue to implement and enforce with fidelity the practices from the first two years of the plan
- Evaluate and recalibrate current practices for reaching next-level goals

INITIATIVES

PRIORITY 2

COMPREHENSIVE TRAINING FOR RIGOROUS INSTRUCTION

Objective: Allocate resources for ongoing, differentiated training for all educational staff to ensure rigorous, aligned instruction

- Expand professional development
- Build teacher leadership and support
- Strengthen instructional leadership

YEAR 1 2025-2026

- Implement annual summer institutes for content-specific strategies
- Establish district instructional coach (IC) positions and offer ongoing, job-embedded support through ICs

YEAR 2 2026-2027

- Increase frequency and focus on professional learning days within the school calendar
- Develop ongoing, supported mentorship programs for new teachers to increase retention
- Provide content-specific and differentiation training for administrators, instructional leaders, and lead teachers
- Conduct classroom walkthroughs with a full instructional coaching cycle each year
- Train instructional leaders to understand and utilize student results from state and district testing

YEARS 3-5 2027-2030

- Continue to implement and enforce with fidelity the practices from the first two years of the plan
- Evaluate and recalibrate current practices for reaching next-level goals

COLLEGE & CAREER

INITIATIVES

PRIORITY 3

COLLEGE & CAREER READINESS

Objective: Support students from early childhood through upper grades to enhance ACT scores and career readiness

- Enhance ACT preparation and skill development
- Strengthen career readiness programs

YEAR 1
2025-2026

- Conduct ACT pre-assessments to identify student needs

YEAR 2
2026-2027

- Offer semester-long ACT Prep courses with trained ACT teachers
- Train elementary and middle teachers to implement the Daily Grammar Practice (DGP) program with fidelity to support high school ACT English performance
- Provide test-taking strategy training for all teachers to reinforce skills across grade levels
- Embed career connections in course descriptions based on TDOE pathways
- Expand job shadowing and internship opportunities through a mentorship program with local and regional professionals
- Host frequent workshops and webinars on college applications, financial aid, and scholarships available to both middle school and high school students and parents each year

YEARS 3-5
2027-2030

- Integrate ACT-style questions across all content
- Train middle school teachers on ACT crossover documents to utilize in the Tier 1 classroom for support
- Use data to guide course selections and career exploration through individual planning sessions with secondary school counselors
- Increase opportunities for industry credentials and career readiness exams provided through the secondary schools



LIFE READY

THEORY OF ACTION

If Collierville Schools prioritizes mental health and wellness, effectively integrates technology, and provides comprehensive life skills education, then students will be equipped to excel in post-secondary careers and independently navigate future challenges.

**PRIORITY 1:
IMPROVED
MENTAL HEALTH &
WELLNESS**

**PRIORITY 2:
EFFECTIVE
TECHNOLOGY &
AI EDUCATION
INTEGRATION**

**PRIORITY 3:
COMPREHENSIVE LIFE
& EMPLOYABILITY
SKILLS EDUCATION**

INITIATIVES

PRIORITY 1

IMPROVED MENTAL HEALTH & WELLNESS

Objective: Create a school environment that supports students' emotional well-being and fosters a culture of connection and trust

- Implement Capturing Kids' Hearts district-wide to foster positive relationships between students and educators
- Expand access to total-wellness activities across the district

YEAR 1
2025-2026

- Offer Capturing Kids' Hearts training 1 to all educators
- Identify the number of physical activity opportunities outside of school hours and the number of current participants
- Identify the percentage of teachers providing physical activities in their classroom and provide additional professional development resources for teachers

YEAR 2
2026-2027

- Begin administering Capturing Kids' Hearts surveys to our stakeholders
- Increase the number of physical activity opportunities for students while collecting data and providing resources

YEAR 3
2027-2028

- Offer Capturing Kids' Hearts training 2 to all staff
- Provide additional non-competitive opportunities for physical activities before and after school

YEAR 4-5
2028-2030

- Offer Capturing Kids' Hearts training to all staff and adjust implementation based on survey data
- Continue expansion of physical activity opportunities before and after school
- Provide educator training for physical activity opportunities in the classroom

LIFE READY

INITIATIVES

PRIORITY 2

EFFECTIVE TECHNOLOGY & AI EDUCATION INTEGRATION

Objective: Prepare students for a digital future by incorporating technology literacy skills into learning experiences

- Develop and implement AI literacy programs for students and staff
- Enhance digital collaboration competencies

YEAR 1 2025-2026

- Offer AI training to all educators and include AI training in student digital citizenship program
- Identify district supported collaborative tools and current usage of AI
- Utilize Instructional Technology Facilitators (ITFs) to plan and coach educators in the delivery of collaborative projects at the high school

YEAR 2 2026-2027

- Coach and support staff on effective use of AI in instruction and train students to use adopted AI platform(s)
- Develop training modules for educators and students for district supported collaborative tools
- Utilize ITFs to plan and coach educators on the delivery of collaborative projects at the high school and middle schools

YEAR 3 2027-2028

- Incorporate AI opportunities into curriculum scope and sequence so that students will use AI under educator guidance
- Provide training/coaching for educators and lessons for students on the use of district supported collaborative tools
- Utilize ITFs to plan and coach educators in the delivery of collaborative projects at all grade levels

YEARS 4-5 2028-2030

- Continue training on new technologies and best practices in AI
- Ensure students will use AI to complete AI infused projects and all staff will consistently use AI tools for digital collaboration
- Educators will deliver, and students will complete, at least one collaborative project yearly at all grade levels

INITIATIVES

PRIORITY 3

LIFE & EMPLOYABILITY SKILLS EDUCATION

Objective: Equip students with the life skills and interpersonal competencies necessary for personal and professional success

- Implement a structured employability skills curriculum focused on communication, teamwork, and problem-solving
- Expand real-world learning experiences through career and life skills programs

YEAR 1 2025-2026

- Work with community partners to evaluate and expand available apprenticeships, internships, and/or shadowing opportunities and ensure that students are well-informed about their options
- Host seminars and webinars on budgeting, credit, and decision-making each year
- Implement the Leadworthy program at the high school

YEAR 2 2026-2027

- Administer annual surveys to employers and community partners to assess students' workforce readiness each year
- Increase the number of students participating in apprenticeships, internships, and/or shadowing by 10%
- Implement the Leadworthy program at the middle schools

YEAR 3 2027-2028

- Continue to increase the number of students participating in apprenticeships, internships, and/or shadowing by 10%
- Implement the Leadworthy program at the elementary schools

YEARS 4-5 2028-2030

- Continue to increase the number of students participating in apprenticeships, internships, and/or shadowing by 5%
- Adjust implementation of seminars and webinars on budgeting, credit, and decision-making based on feedback
- Adjust implementation of the Leadworthy program based on feedback

EDUCATORS

THEORY OF ACTION

If Collierville Schools creates a culture of excellence and support with a focus on the following priorities, then the district will attract and retain a diverse community of exceptionally talented educators who are committed to the success of all students.

**PRIORITY 1:
COMPETITIVE
SALARIES &
BENEFITS**

**PRIORITY 2:
WORK-LIFE
BALANCE &
EMPLOYEE
SUPPORT**

**PRIORITY 3:
PROFESSIONAL
GROWTH &
DEVELOPMENT**

**PRIORITY 4:
EMPLOYEE
RECOGNITION
& REWARDS**

INITIATIVES

PRIORITY 1

COMPETITIVE SALARIES & BENEFITS

Objective: Maintain competitive salaries and benefits to attract and retain exceptional talent

- Conduct a comprehensive compensation review and analysis of findings
- Prioritize open communication and feedback on compensation

YEAR 1
2025-2026

- Utilize comprehensive market analysis data to identify necessary adjustments to ensure competitiveness with salary structures

YEAR 2
2026-2027

- Review salary and benefits packages annually
- Gather feedback from employees on their preferences for salary and benefits packages through surveys or focus groups

YEARS 3-5
2027-2030

- Use feedback to adjust and improve compensation packages to better meet employee needs
- Regularly update and communicate the value of the total employee compensation package (salary, benefits, retirement plans, insurance, wellness programs)



EDUCATORS

INITIATIVES

PRIORITY 2

WORK-LIFE BALANCE & EMPLOYEE SUPPORT

Objective: Cultivate an environment that supports work-life balance, mental health, and overall well-being to improve job satisfaction and reduce burnout

- Promote work-life balance and mental health
- Communicate clear expectations for job roles
- Provide strong support systems
- Leverage use of innovation and technology
- Explore part-time work opportunities

YEARS 1-2
2025-2027

- Regularly assess staffing and workloads
- Provide clear guidelines on work hours and promote healthy work-life boundaries through updated job descriptions
- Ensure all employees are aware of wellness resources, mental health support, and counseling services
- Offer AI training to all educators and identify district supported collaborative tools and current usage of AI

YEARS 3-5
2027-2030

- Offer workshops on time management, stress management, and work-life balance
- Ensure protected time within the instructional calendar for training and curriculum planning
- Clearly define job requirements to enhance hiring transparency and efficiency
- Provide administrative support and use data to inform decisions, foster community engagement through partnerships, and develop transparent communication with families, staff, and the community via regular updates and feedback loops
- Allow employees to provide specialized services on a part-time basis or share roles to reduce work hours
- Continue training on new technologies and best practices in AI

INITIATIVES

PRIORITY 3

PROFESSIONAL GROWTH & DEVELOPMENT

Objective: Provide employees with the opportunities, support, and resources needed to grow and excel in their careers

- Conduct comprehensive induction and mentoring programs
- Promote collaborative professional communities
- Communicate available career pathways and leadership opportunities
- Ensure access to professional development

YEARS 1-5
2025-2030

- Foster educator collaboration through team meetings and problem-solving sessions
- Continue to offer compensated leadership opportunities for professional growth
- Provide school-funded release time with substitute coverage for content specific professional development and curriculum planning each year
- Provide ongoing professional development tailored to educators' needs with expert support
- Train mentors and equip school leaders to nurture new teachers and create a supportive teaching environment each year
- Provide sustained, active learning opportunities that allow for feedback and reflection

YEAR 2
2026-2027

- Offer a comprehensive induction program for new educators, and leaders, including orientation, mentorship, and support teams.
- Pair new teachers with master mentors for the first two years, providing regular feedback and emotional support
- Provide opportunities to educators to attend CS2030 aligned conferences and receive other professional development to grow in their area of expertise

YEARS 3-5
2028-2030

- Establish clear career advancement pathways for educators to transition into leadership roles
- Partner with universities and professional organizations to offer training and internships that prepare staff for leadership positions

EDUCATORS

INITIATIVES

PRIORITY 4

EMPLOYEE RECOGNITION & REWARDS

Objective: Recognize and reward employees' contributions in an effort to foster a culture of excellence

- Formalize employee recognition program
- Empower educator voice

YEARS 1-2
2025-2027

- Establish clear criteria for recognition (e.g., innovation, hard work, going above and beyond)
- Create a recognition program for staff members to celebrate their achievements and contributions to Collierville Schools

YEARS 1-5
2025-2030

- Engage community partners to provide discounts and support for employees
- Regularly assess working conditions through surveys and focus groups, focusing on educator voice, school leadership, time for teaching, student conduct, and professional development
- Incorporate educator feedback into school decisions, including curriculum development, school-wide goals, and instructional strategies



COMMUNICATION & BRANDING

THEORY OF ACTION

If Collierville Schools develops a clear, consistent, and compelling brand identity and communicates the strategic plan effectively to all stakeholders, then the district will increase understanding, engagement, and support, leading to the successful implementation of the plan and improved outcomes for students.

PRIORITY 1:
UNIFIED VISUAL &
VERBAL IDENTITY

PRIORITY 2:
EFFECTIVE
COMMUNICATION OF
CS2030

PRIORITY 3:
ENHANCED
COMMUNICATION
STRATEGIES

INITIATIVES

PRIORITY 1

UNIFIED VISUAL & VERBAL IDENTITY

Objective: Ensure consistency and clarity in all communications, which will help to build a strong and recognizable district brand

- Develop comprehensive branding guidelines and materials
 - Provide training and support to build a strong district brand
- Conduct a needs assessment to understand the current state of branding across schools and athletic groups
 - Initiate a branding committee with school and district stakeholders if a logo refresh is needed at individual schools
 - Gather feedback from stakeholders on the school's branding vision and begin the rebranding process
 - Create consistent branding guidelines for each school, the district, and all athletic groups
 - Ensure the guidelines cover all necessary aspects, including logos, colors, fonts, and usage rules
 - Develop a comprehensive communication plan to introduce the new branding guidelines for all schools and athletic groups
- Focus on the digital implementation of new branding standards within the district
 - Monitor the implementation process and address any issues or challenges that arise
 - Provide ongoing support and training to ensure consistent application of the guidelines
- Continuously monitor the implementation process and assess the consistency and effectiveness of the branding across all schools and athletic groups
 - Update the guidelines as needed to address any gaps or areas for improvement
 - Develop a long-term plan to sustain the branding guidelines
 - Explore opportunities to further enhance the branding guidelines

YEAR 1
2025-2026

YEAR 2
2026-2027

YEARS 3-5
2027-2030

COMMUNICATION & BRANDING

INITIATIVES

PRIORITY 2

EFFECTIVE COMMUNICATION OF CS2030

Objective: Effectively communicate CS2030, engage stakeholders, and ensure the successful implementation of the plan over the next five years

- Develop clear and concise communication materials
- Utilize multiple communication channels
- Engage stakeholders throughout the life of CS2030

YEAR 1 2025-2026

- Create a simplified version of the strategic plan that highlights key priorities and action steps
- Publish CS2030 on the district's website and ensure it is easily accessible for all families
- Utilize the district's mass communication system to share the entire plan with the district community
- Conduct surveys and feedback sessions to gather input from stakeholders on the strategic plan
- Establish metrics and benchmarks to measure the effectiveness of communication efforts and make data-driven adjustments
- Distribute printed materials throughout the Collierville community

YEAR 2 2026-2027

- Conduct additional surveys after the first year to assess the effectiveness of the strategic plan's implementation
- Monitor the effectiveness of various communication channels by reviewing website and social media analytics
- Continuously update the strategic plan communication materials based on stakeholder feedback

YEARS 3-5 2027-2030

- Continue to gather feedback from all stakeholders on effectiveness of the strategic plan
- Review the accessibility of the strategic plan and communicate yearly priorities for all aspects of the plan

INITIATIVES

PRIORITY 3

ENHANCED COMMUNICATION STRATEGIES

Objective: Employ effective, consistent, and engaging communication with all stakeholders that will foster transparency and collaboration throughout the Collierville Schools community

- Develop and implement a District Strategic Communications Plan
- Enhance digital communication to promote the goals of the district
- Foster two-way communication with stakeholders

YEAR 1 2025-2026

- Conduct a communication audit to evaluate current practices and identify areas for improvement
- Develop a strategic communications plan with clear goals, target audiences, key messages, and communication channels
- Establish metrics and benchmarks to measure the effectiveness of communication efforts and make data-driven adjustments
- Develop social media procedures and guidelines for the district

YEAR 2 2026-2027

- Implement the strategic communications plan and track updates on progress
- Gather stakeholder feedback on the effectiveness of district-wide communication efforts and make adjustments as necessary
- Monitor social media analytics and adjust strategies to improve engagement and effectiveness
- Provide ongoing social media support and training to ensure consistent application of established guidelines

YEARS 3-5 2027-2030

- Continue to gather feedback from all stakeholders on the effectiveness of district-wide communication
- Provide support based on feedback from stakeholders
- Develop a long-term plan to sustain communication efforts, including regular updates to the plan and communication materials
- Explore opportunities to further enhance communication strategies

GLOSSARY

American College Test (ACT) – A standardized test used for college admissions and scholarship decisions across the United States. It measures students’ academic readiness for college with required English, Math, and Reading sections and optional Science and Writing.

Apprenticeship – A formal arrangement in which someone learns an art, trade, or job under the guidance and supervision of another.

Artificial Intelligence (AI) - The application of computer systems able to perform tasks or produce output normally requiring human intelligence, especially by applying machine learning techniques to large collections of data.

At-Risk Students – Students facing challenges that could hinder their academic success. These challenges can be academic, social, emotional, or related to external factors like poverty or unstable home environments.

Branding – The process of creating a unique identity and image for an organization, influencing how stakeholders and others interact with them.

Capturing Kids’ Hearts – An immersive, transformational program designed to help educators foster positive relationships with students, build self-managing classrooms, and create a safe and supportive learning environment.

Close Reading – A method of literary analysis that involves a careful, sustained examination of the details of a text to reveal deeper layers of meaning and improve the reader’s comprehension.

Daily Grammar Practice (DGP) - A comprehensive, research-based approach to teaching and learning grammar. It focuses on helping students understand, apply, and remember grammar concepts through a simple, consistent process of daily practice.

Differentiation - The process of utilizing known differences among students to provide varied tasks and experiences that will maximize each one’s learning opportunity.

Digital Citizenship – The responsible and ethical use of technology, which involves navigating the digital world safely, responsibly, and respectfully.

Educators – All Collierville Schools employees, united in their dedication to facilitating student growth, learning, and social, emotional, and moral development.

English Language Arts (ELA) - A core subject in schools, focusing on developing students’ literacy skills through reading, writing, speaking, listening, and viewing. ELA also encompasses the study of language and how it is used.

High-Quality Instructional Materials (HQIM) - Curriculum resources that are designed to be engaging, effective, and aligned with educational standards, ultimately leading to improved student learning and outcomes.

Industry Credential – A verified statement of an individual’s qualification or competence in a specific field. It is typically issued by a third-party authority, like a professional organization or government agency, and signifies that the holder possesses the knowledge and skills needed for a particular role within that industry. Such credentials are valued in the labor market and are often sought or accepted by employers.

Instructional Coach (IC) - An educational leader who works with teachers to improve their instructional practices and student learning outcomes. They act as mentors, provide feedback, and support teachers in developing new skills and implementing effective strategies.

Instructional Practice Guide (IPG) - A tool used by educators and instructional leaders to observe, reflect on, and improve teaching practices. It provides a structured framework for identifying what effective instruction looks like in the classroom and helps align teaching with academic standards and district goals.

Instructional Technology Facilitator (ITF) – A certified educator and technology expert who supports teachers in integrating technology into their teaching practices to enhance student learning and engagement. They provide professional development, model effective technology use, and collaborate with teachers to design technology-rich instructional strategies. Additionally, they support and implement both district and school-wide digital initiatives.

Internship - A work-based learning experience that provides students or recent graduates with practical, real-world skills and knowledge related to their field of study or career interest. These experiences are typically temporary and offer an opportunity to explore a field, gain experience, and make connections. Internships can be paid or unpaid, full-time or part-time, and can vary in duration, often aligned with a semester or academic year.

GLOSSARY

Job Shadowing – A learning experience where an individual observes a professional performing daily tasks to gain insights into a specific role or industry.

Leadworthy - A leadership development and character education program designed by Capturing Kids’ Hearts specifically to empower fifth through 12th graders to “lead with heart.”

Mentorship – An alliance in which a mentor and a mentee work together over time to aid and promote the mentee’s growth, development, confidence, and success.

Post-Secondary Opportunities - The range of academic, career, and technical pathways available to students after high school. These may include Dual Enrollment (DE), Early Postsecondary Opportunities (EPSOs), Industry Certifications, Advanced Placement (AP), College-Level Exam Program (CLEP), and Career and Technical Education (CTE) pathways.

Productive Struggle - The process of allowing students to grapple with challenging tasks—without immediate teacher intervention—in order to deepen their understanding and build resilience. It is not about letting students flounder, but rather about creating space for them to engage in meaningful problem solving, make mistakes, and learn from those mistakes.

Professional Development – The process of improving one’s knowledge, skills, and abilities for professional growth and possible future career advancement.

Professional Learning Community (PLC) - A group of educators who work together to improve teaching practices and student learning outcomes.

Response to Intervention (RTI) - In education, RTI is a framework for providing support and interventions to struggling learners, often using a multi-tiered system of support.

Special Populations - Groups of students who require additional support or differentiated instruction to ensure equitable access to learning opportunities.

Stakeholders - All students, parents, families, educators, alumni, community members, and government employees who share a vested interest in the success of Collierville Schools.

Standards-Aligned Instruction - The process of ensuring that curriculum, instruction, and assessments are consistent with established educational standards.

Strategic Plan – A comprehensive roadmap that outlines an organization’s goals, objectives, priorities, and recommended actions.

Subgroups - Distinct student populations identified for the purpose of monitoring academic performance, growth, and equity.

Technology Literacy – The ability to use technology tools and resources effectively and responsibly to acquire, evaluate, create, and communicate information.

Tennessee Department of Education (TDOE) – The official state agency dedicated to improving student academic achievement in Tennessee, committed to the belief that children from all backgrounds can succeed when given the opportunities they deserve.

Tennessee Value-Added Assessment System (TVAAS) – A statistical method used to measure the influence of a district, school, or teacher on the academic progress (growth) of individual students or groups of students, relative to their peers across Tennessee, from year to year.

Theory of Action - A clear, simple explanation of how a school district or organization believes its actions will lead to its desired outcomes. It connects the “why” behind the work with the “how” and “what” of implementation.

Tier 1 Classroom - In a school setting, Tier 1 classroom instruction refers to the foundational, universal support provided to all students, forming the base of a tiered system of support. This level focuses on high-quality, scientifically researched instruction for the majority of students, often using evidence-based curricula and strategies aligned with state standards.

Work-Based Learning - An educational strategy that allows students to apply acquired knowledge and skills in a real-world, work-related setting through apprenticeship, internship, job shadowing, or other learning models while still enrolled in school.

ACKNOWLEDGEMENTS

The development of CS2030 reflects the collective insight, dedication, and forward-thinking aspirations of the Collierville Schools community. Their contributions reflect our shared commitment to empowering all students to achieve success through a comprehensive educational journey that prepares them for college, careers, and life.

STEERING COMMITTEE

Steering Committee Co-Chairs

Wright Cox - School Board Chair
Dr. Russell Dyer - Director of Schools
Jeff Jones - Assistant Superintendent

Committee Members

Cecelia Booker - Chief of Human Resources
Jill Church - Chief of Department of Exceptional Children
Jeff Curtis - District Athletic Director
Thomas Dougherty - Chief of Operations
Andy Field - Chief of Student Services

Anita Floyd - Chief Financial Officer
Jen Hannah - Public Information Officer
Lisa Higgins - Chief Technology Officer
Leigh Anne Rainey - Chief Academic Officer

COLLEGE & CAREER COMMITTEE

Educators Co-Chairs

Wanda Gibbs - School Board Member
Jill Church - Chief of Department of Exceptional Children
Leigh Anne Rainey - Chief Academic Officer

Committee Members

Stacey Anthony - Curriculum Supervisor
Grant Baker - Student
Dr. Lakeva Barnes - Curriculum Supervisor
Jana Church - Curriculum Supervisor
Courtney Crawford - Teacher
Renee Davis - Curriculum Supervisor
Dr. Brandi De La Cruz - Teacher
Sarah Dockstader - PTSO President
Maria Gitter - Teacher
Natalie Hilton - PTA President
Brandi Hynes - Principal
Carrie Haycook - Teacher

Roger Jones - Principal
Mike Lytle - Director of Curriculum & Accountability
Dr. Phoebe Maxwell - DEC Supervisor
Dr. Dedric McGhee - Curriculum Supervisor
Elizabeth Meyer - PTA President
Shelly O'Daniel - Curriculum Supervisor
Brian Parker - Teacher
Kimberly Shaw - Principal
Danyel Turner - Teacher
Tamela Underwood - Curriculum Supervisor
Audrey Wright - Student

LIFE READY COMMITTEE

Life Ready Co-Chairs

Wanda Chism - School Board Vice Chair
Andy Field - Chief of Student Services
Lisa Higgins - Chief Technology Officer

Committee Members

Jacob Boyajian - Student
Lisa Burton - Principal
David Curry - Teacher
Kenya Driver - PTA President
Martha Grammer - School Counselor
Brett Heinrich - Vice Principal
Julie Johnson - Lead District Social Worker
Deanna Jones - Principal
Eric Linsy - Student Services Supervisor

Matt Moskal - School Counselor
Isabella Nicasio - Student
Makenzie Perkins - Counseling Supervisor
Jay Reese - School Safety Specialist
Emily Russell - Technology Supervisor
Susan Schwartz - PTA President
Meghan Seay - Coordinated School Health Supervisor
Sonya Spencer-Odeneal - Student Services Secretary

ACKNOWLEDGEMENTS

EDUCATORS COMMITTEE

Educators Co-Chairs

Tom Bailey - School Board Member
Cecelia Booker - Chief of Human Resources
Anita Floyd - Chief Financial Officer

Committee Members

Amanda Cantrell - PTA President
Dionne Cole - Director of Federal Programs
Marilyn Grayer - Teacher
Sheryl Johnson - Human Resources Supervisor
Emily Matthews - PTA President
Tiffany Maxim - Special Education Teacher
Larissa McCoy - Teacher

Kristal McGee - Benefits Specialist
Robert Morris - Operations Supervisor
Kristie Murin - Principal
Jennifer Ragland - Director of Human Resources
Julie Reagan - Principal
Kim Reed - Transportation Supervisor
Kristy Shive - Human Resources Secretary

COMMUNICATIONS & BRANDING COMMITTEE

Communications & Branding Co-Chairs

Paul Childers - Board Member
Jeff Curtis - District Athletic Director
Jen Hannah - Public Information Officer

Committee Members

Katherine Cantrell - Student
Brian Carter - Technology Supervisor
Jennifer Casey - Town of Collierville PIO
Michael Hernandez - A/V Specialist
Kim Morrise - Teacher

Maximus Parvin - Student
Jackson Powell - Student
Carey Rose - Teacher
Dr. Beth Sansone - Principal
Anita Swindle - Principal





CS2030
STRATEGIC PLAN
2025-2030



COLLIERVILLE SCHOOLS

SCHOLARSHIP · INTEGRITY · SERVICE

MONTHLY FINANCIAL REPORT



**MAY 2025
2024-2025**

GENERAL FUND

SCHOOL NUTRITION

FEDERAL PROGRAMS

DISCRETIONARY GRANTS

C. I. P.

**GENERAL FUND
REVENUE**

MAY 2025 GENERAL FUND REV

FOR 2025 11

	ORIGINAL ESTIM REV	REVISED EST REV	ACTUAL YTD REVENUE	ACTUAL MTD REVENUE	REMAINING REVENUE	PCT COLL
141 General Purpose Fund						
40110 Current Property Tax	23,520,000.00	23,520,000.00	22,247,488.32	126,531.82	1,272,511.68	94.6%
40120 Trustee's Collection-PY	410,000.00	410,000.00	346,539.14	-14,961.31	63,460.86	84.5%
40130 Clerk & Master/Cir Court-P	150,000.00	150,000.00	164,202.18	24,777.72	-14,202.18	109.5%
40150 Pickup Taxes	1,715,161.00	1,715,161.00	1,968,551.90	1,211.40	-253,390.90	114.8%
40162 Pymt in Lieu-Taxes-Local U	248,235.00	248,235.00	182,951.35	79.03	65,283.65	73.7%
40163 Pymt in Lieu of Taxes-Othe	282,831.00	282,831.00	213,215.23	2,317.43	69,615.77	75.4%
40210 Local Option Sales Taxes	15,800,000.00	15,800,000.00	13,235,115.96	1,379,971.26	2,564,884.04	83.8%
40240 Wheel Tax	2,000,105.00	2,000,105.00	2,619,602.23	742,787.92	-619,497.23	131.0%
40270 Business Tax	3,300.00	3,300.00	2,200.76	198.75	1,099.24	66.7%
40275 Mixed Drink Tax	289,000.00	289,000.00	267,126.41	31,163.98	21,873.59	92.4%
40390 Municipal Tax	2,582,675.00	2,582,675.00	2,367,452.01	215,222.91	215,222.99	91.7%
43513 Tuition - Summer School	20,000.00	20,000.00	.00	.00	20,000.00	.0%
43515 Tuition - Other State Syst	150,750.00	150,750.00	144,028.74	375.00	6,721.26	95.5%
43990 Other Charges for Services	500,000.00	500,000.00	407,992.06	34,530.01	92,007.94	81.6%
43991 Other Charges for Svcs-(SS	515,000.00	515,000.00	419,614.68	26,768.00	95,385.32	81.5%
44110 Investment Income	440,038.00	440,038.00	778,644.17	95,730.02	-338,606.17	176.9%
44120 Lease/Rentals	20,000.00	20,000.00	3,911.95	.00	16,088.05	19.6%
44160 Medicaid Reimbursements	.00	.00	6,932.92	1,088.27	-6,932.92	100.0%
44170 Miscellaneous Refunds	850,000.00	850,000.00	257,014.50	112,103.64	592,985.50	30.2%
44171 Tech Replacement Fees	7,000.00	7,000.00	4,569.90	.00	2,430.10	65.3%
44172 Substitute Reimbursement	40,000.00	40,000.00	56,150.20	12,595.01	-16,150.20	140.4%
44174 Device Fees	300,000.00	300,000.00	199,599.10	394.75	100,400.90	66.5%
44176 Refund - IRS	.00	.00	1.98	.00	-1.98	100.0%
44177 CHS Band Boosters	25,000.00	25,000.00	23,700.00	.00	1,300.00	94.8%
44178 CHS POM Boosters	13,200.00	13,200.00	12,623.20	.00	576.80	95.6%
44179 Collierville Dragon Dancer	13,200.00	13,200.00	13,200.12	.00	-.12	100.0%
44180 CHS Cheer Boosters	6,930.00	6,930.00	11,550.00	.00	-4,620.00	166.7%
44181 CHS Boys Soccer	6,250.00	6,250.00	6,977.55	.00	-727.55	111.6%
44182 CHS Volleyball	5,500.00	5,500.00	7,675.31	.00	-2,175.31	139.6%
44183 CHS Trap Team	2,400.00	2,400.00	4,651.70	.00	-2,251.70	193.8%
44184 CHS Cross Country	2,000.00	2,000.00	3,000.00	.00	-1,000.00	150.0%
44185 CMS Band Boosters	2,400.00	2,400.00	1,395.51	.00	1,004.49	58.1%
44186 CHS Baseball Boosters	29,150.00	29,150.00	27,900.00	.00	1,250.00	95.7%
44187 CHS Softball	5,000.00	5,000.00	5,750.00	.00	-750.00	115.0%
44188 CHS Girls Soccer	7,000.00	7,000.00	8,140.48	.00	-1,140.48	116.3%
44189 CHS Theatre	6,500.00	6,500.00	11,629.27	.00	-5,129.27	178.9%
44190 CMS Cheer	5,250.00	5,250.00	10,000.04	.00	-4,750.04	190.5%
44192 CHS Girls Lacrosse	700.00	700.00	.00	.00	700.00	.0%
44193 CHS Basketball Boosters	11,000.00	11,000.00	6,600.00	.00	4,400.00	60.0%
44194 CHS Speech & Debate	1,000.00	1,000.00	3,488.78	.00	-2,488.78	348.9%

MAY 2025 GENERAL FUND REV

FOR 2025 11

	ORIGINAL ESTIM REV	REVISED EST REV	ACTUAL YTD REVENUE	ACTUAL MTD REVENUE	REMAINING REVENUE	PCT COLL
44195 Athletic Account - Summer	100,000.00	100,000.00	128,865.36	.00	-28,865.36	128.9%
44196 CHS Football Boosters	32,085.00	32,085.00	61,492.70	.00	-29,407.70	191.7%
44197 CHS Boys Wrestling Booster	.00	.00	3,000.00	.00	-3,000.00	100.0%
44198 WCMS Cheer Boosters	.00	.00	10,000.00	.00	-10,000.00	100.0%
44199 WCMS Orchestra Booster	.00	.00	2,000.00	-325.85	-2,000.00	100.0%
44201 CHS Swimming	.00	.00	1,000.00	.00	-1,000.00	100.0%
44202 WCMS Band Boosters	.00	.00	4,000.00	.00	-4,000.00	100.0%
44203 CHS Robotics Boosters	.00	.00	18,560.00	.00	-18,560.00	100.0%
44204 CHS Choir Boosters	.00	.00	1,162.92	.00	-1,162.92	100.0%
44205 HS Girls Basket	.00	.00	6,000.00	.00	-6,000.00	100.0%
44206 CHS Girls Wrestling	.00	.00	1,500.00	.00	-1,500.00	100.0%
44520 Insurance Recovery	10,000.00	10,000.00	46,746.00	.00	-36,746.00	467.5%
44530 Sale of Equipment	1,100,000.00	1,100,000.00	257,563.80	.00	842,436.20	23.4%
44560 Damages Recovered from Ind	1,000.00	1,000.00	37,130.19	.00	-36,130.19	3713.0%
44990 Other Local Revenue	2,000.00	2,000.00	1,000.00	.00	1,000.00	50.0%
44991 Dragon Games Donations	4,000.00	4,000.00	.00	.00	4,000.00	.0%
46510 TN Inv in Student Achievem	62,793,827.00	62,793,827.00	56,490,836.23	.00	6,302,990.77	90.0%
46513 TISA On -Behalf Paymt Reve	.00	260,653.00	.00	.00	260,653.00	.0%
46590 Other State Education Fund	.00	.00	1,000,000.00	.00	-1,000,000.00	100.0%
46610 Career Ladder Program	76,000.00	76,000.00	68,410.50	.00	7,589.50	90.0%
46990 Other State Revenues	.00	.00	294,314.43	116,315.03	-294,314.43	100.0%
47143 Special Edu-Grants to Stat	5,000.00	5,000.00	.00	.00	5,000.00	.0%
49800 Transfers In	2,670,000.00	2,670,000.00	292,865.91	12,608.81	2,377,134.09	11.0%
49900 Revenue YE Close	3,866,904.00	4,804,375.00	.00	.00	4,804,375.00	.0%
TOTAL General Purpose Fund	120,647,391.00	121,845,515.00	104,777,635.69	2,921,483.60	17,067,879.31	86.0%
GRAND TOTAL	120,647,391.00	121,845,515.00	104,777,635.69	2,921,483.60	17,067,879.31	86.0%

** END OF REPORT - Generated by Linda Tedford **

**GENERAL FUND
EXPENDITURES**

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
141 General Purpose Fund							
71100 Regular Instruction Program							
E11600 Teachers	38,764,043.00	38,764,043.00	32,502,943.08	2,943,389.92	.00	6,261,099.92	83.8%
E11700 Career Ladder	59,000.00	59,000.00	25,500.00	.00	.00	33,500.00	43.2%
E12700 Career Ladder Ext Contrac	20,000.00	20,000.00	.00	.00	.00	20,000.00	.0%
E12800 Homebound Teachers	30,000.00	30,000.00	6,982.50	1,837.50	.00	23,017.50	23.3%
E16300 Educational Assistants	1,547,602.00	1,547,602.00	1,442,929.61	148,565.21	.00	104,672.39	93.2%
E18800 Bonus Payments	1,065,000.00	1,175,000.00	1,150,000.00	.00	.00	25,000.00	97.9%
E18945 Other Sal & Wages-TN All	.00	.00	101,425.36	.00	.00	-101,425.36	100.0%
E19500 Sub Teachers-Certified	641,670.00	641,670.00	607,433.44	74,907.54	.00	34,236.56	94.7%
E19550 Permanent Sub	288,000.00	288,000.00	219,624.00	23,576.00	.00	68,376.00	76.3%
E19800 Sub Teachers-Non-Certifie	20,000.00	20,000.00	23,550.00	3,059.98	.00	-3,550.00	117.8%
E20100 Social Security	2,630,989.00	2,641,217.00	2,091,706.88	183,932.64	.00	549,510.12	79.2%
E20145 Social Security-TN All Co	.00	.00	3,252.85	.00	.00	-3,252.85	100.0%
E20400 Pensions	2,707,820.00	2,725,336.00	2,487,341.99	218,322.14	.00	237,994.01	91.3%
E20600 Life Insurance	100,000.00	100,000.00	118,650.41	11,823.65	.00	-18,650.41	118.7%
E20700 Medical Insurance	4,400,000.00	4,400,000.00	4,648,030.18	463,260.84	.00	-248,030.18	105.6%
E21200 ER Medicare	615,312.00	618,145.00	491,213.88	43,234.29	.00	126,931.12	79.5%
E21245 Employer Medicare-TN All	.00	.00	1,333.79	.00	.00	-1,333.79	100.0%
E21700 Retirement-Hybrid Stab	145,000.00	145,000.00	147,083.19	12,784.73	.00	-2,083.19	101.4%
E33000 Operating Lease Payments	2,635,000.00	2,635,000.00	2,058,232.42	.00	.00	576,767.58	78.1%
E33600 Maint & Repair-Equipment	29,200.00	18,200.00	14,505.00	915.00	.00	3,695.00	79.7%
E39900 Other Contracted Services	130,000.00	65,000.00	111,081.50	43,898.00	.00	-46,081.50	170.9%
E39902 Other Contr Svcs-Translat	10,000.00	10,000.00	6,203.90	764.05	1,248.53	2,547.57	74.5%
E42900 Inst Supplies & Materials	752,800.00	214,800.00	203,264.83	74.94	.00	11,535.17	94.6%
E42905 Inst Supplies-Alloc to Sc	427,220.00	427,220.00	405,060.00	.00	.00	22,160.00	94.8%
E44900 Textbooks	1,000,000.00	1,674,000.00	1,055,731.83	171,468.37	561,031.49	57,236.68	96.6%
E49900 Other Supplies &Mat	40,000.00	40,000.00	35,384.77	.00	.00	4,615.23	88.5%
E59902 Other Charges - Summer Sc	6,000.00	6,000.00	.00	.00	.00	6,000.00	.0%
E72200 Reg Inst Equipment	706,000.00	648,500.00	378,968.81	131,060.32	250,799.45	18,731.74	97.1%
E72217 Reg Inst Equip (Reimburse	400,000.00	615,000.00	457,506.13	48,912.35	60,318.81	97,175.06	84.2%
TOTAL Regular Instruction Prog	59,170,656.00	59,528,733.00	50,794,940.35	4,525,787.47	873,398.28	7,860,394.37	86.8%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
71150 Alt Inst Program							
E11600 Teachers	128,573.00	128,573.00	109,264.70	12,072.20	.00	19,308.30	85.0%
E16300 Educational Assistants	26,128.00	26,128.00	22,682.42	2,635.00	.00	3,445.58	86.8%
E20100 Social Security	9,591.00	9,591.00	7,893.61	870.14	.00	1,697.39	82.3%
E20400 Pensions	9,839.00	9,839.00	7,302.67	767.80	.00	2,536.33	74.2%
E20600 Life Insurance	670.00	670.00	387.04	51.16	.00	282.96	57.8%
E20700 Medical Insurance	27,000.00	27,000.00	12,483.10	1,426.64	.00	14,516.90	46.2%
E21200 ER Medicare	2,243.00	2,243.00	1,846.14	203.51	.00	396.86	82.3%
E21700 Retirement-Hybrid Stab	400.00	400.00	60.57	.00	.00	339.43	15.1%
E39900 Other Contracted Services	40,000.00	40,000.00	14,180.00	616.00	.00	25,820.00	35.5%
E42900 Inst Supplies & Materials	4,000.00	4,000.00	737.94	.00	.00	3,262.06	18.4%
E49900 Other Supplies & Mat	2,000.00	2,000.00	1,134.67	.00	94.47	770.86	61.5%
E59900 Other Charges	2,000.00	2,000.00	171.79	.00	.00	1,828.21	8.6%
E79000 Other Equipment	5,000.00	5,000.00	1,238.00	.00	.00	3,762.00	24.8%
TOTAL Alt Inst Program	257,444.00	257,444.00	179,382.65	18,642.45	94.47	77,966.88	69.7%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
71200 Special Education Program							
E11600 Teachers	4,627,256.00	4,627,256.00	3,886,524.82	353,437.39	.00	740,731.18	84.0%
E11700 Career Ladder	3,000.00	3,000.00	1,000.00	.00	.00	2,000.00	33.3%
E12800 Homebound Teachers	83,996.00	83,996.00	72,520.46	6,592.77	.00	11,475.54	86.3%
E16300 Educational Assistants	2,312,620.00	2,312,620.00	2,124,009.73	220,109.00	.00	188,610.27	91.8%
E17100 Speech Pathologist	902,644.00	902,644.00	700,419.41	59,341.13	.00	202,224.59	77.6%
E18900 Other Salaries & Wages	2,000.00	2,000.00	1,555.00	.00	.00	445.00	77.8%
E19500 Sub Teachers-Certified	60,000.00	60,000.00	102,680.00	10,095.12	.00	-42,680.00	171.1%
E19800 Sub Teachers-Non-Certifie	70,000.00	70,000.00	133,819.83	17,249.90	.00	-63,819.83	191.2%
E20100 Social Security	499,691.00	499,691.00	407,132.63	38,556.16	.00	92,558.37	81.5%
E20400 Pensions	607,922.00	607,922.00	510,840.51	48,292.46	.00	97,081.49	84.0%
E20600 Life Insurance	17,750.00	17,750.00	22,723.75	2,277.73	.00	-4,973.75	128.0%
E20700 Medical Insurance	714,150.00	714,150.00	875,290.22	86,322.08	.00	-161,140.22	122.6%
E21200 ER Medicare	116,863.00	116,863.00	95,720.28	9,063.84	.00	21,142.72	81.9%
E21700 Retirement-Hybrid Stab	65,000.00	65,000.00	47,941.76	4,604.64	.00	17,058.24	73.8%
E31200 Contracts w Private Agenc	20,000.00	20,000.00	19,992.50	750.00	.00	7.50	100.0%
E33600 Maint & Repair-Equipment	5,000.00	5,000.00	4,986.39	.00	.00	13.61	99.7%
E42900 Inst Supplies & Materials	29,600.00	29,600.00	21,349.84	.00	.87	8,249.29	72.1%
E49900 Other Supplies &Mat	19,000.00	19,000.00	18,751.78	31.00	198.78	49.44	99.7%
E72500 Special Education Equipme	20,000.00	20,000.00	11,717.30	82.94	2,178.13	6,104.57	69.5%
TOTAL Special Education Progra	10,176,492.00	10,176,492.00	9,058,976.21	856,806.16	2,377.78	1,115,138.01	89.0%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
71300 Vocational Education Program							
E11600 Teachers	2,229,707.00	2,229,707.00	1,689,443.67	147,841.85	.00	540,263.33	75.8%
E19500 Sub Teachers-Certified	45,000.00	45,000.00	58,169.86	6,074.96	.00	-13,169.86	129.3%
E20100 Social Security	141,032.00	141,032.00	102,701.99	8,936.70	.00	38,330.01	72.8%
E20400 Pensions	141,809.00	141,809.00	123,484.97	10,752.22	.00	18,324.03	87.1%
E20600 Life Insurance	2,500.00	2,500.00	5,902.95	573.20	.00	-3,402.95	236.1%
E20700 Medical Insurance	90,000.00	90,000.00	178,798.22	17,824.28	.00	-88,798.22	198.7%
E21200 ER Medicare	32,983.00	32,983.00	24,132.98	2,110.28	.00	8,850.02	73.2%
E21700 Retirement-Hybrid Stab	6,000.00	6,000.00	9,778.13	822.83	.00	-3,778.13	163.0%
E33600 Maint & Repair-Equipment	10,000.00	2,000.00	1,104.40	.00	.00	895.60	55.2%
E42900 Inst Supplies & Materials	55,500.00	55,500.00	43,913.09	403.00	1,007.96	10,578.95	80.9%
E44900 Textbooks	20,000.00	14,000.00	13,700.00	.00	.00	300.00	97.9%
E49900 Other Supplies &Mat	10,000.00	.00	.00	.00	.00	.00	.0%
E73000 Vocational Equipment	20,000.00	11,000.00	9,954.34	.00	.00	1,045.66	90.5%
TOTAL Vocational Education Pro	2,804,531.00	2,771,531.00	2,261,084.60	195,339.32	1,007.96	509,438.44	81.6%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72110 Attendance							
E10500 Supervisor/Director	229,224.00	229,224.00	200,436.88	17,632.62	.00	28,787.12	87.4%
E16100 Secretary(s)	59,771.00	59,771.00	52,691.33	4,597.77	.00	7,079.67	88.2%
E18900 Other Salaries & Wages	339,980.00	339,980.00	306,051.24	26,478.06	.00	33,928.76	90.0%
E20100 Social Security	38,996.00	38,996.00	32,606.91	2,809.37	.00	6,389.09	83.6%
E20400 Pensions	42,680.00	42,680.00	45,382.30	3,957.61	.00	-2,702.30	106.3%
E20600 Life Insurance	1,760.00	1,760.00	1,891.60	189.16	.00	-131.60	107.5%
E20700 Medical Insurance	62,000.00	62,000.00	61,491.60	6,149.16	.00	508.40	99.2%
E21200 ER Medicare	9,120.00	9,120.00	7,625.59	657.02	.00	1,494.41	83.6%
E21700 Retirement-Hybrid Stab	.00	.00	2,242.67	191.82	.00	-2,242.67	100.0%
E35500 Travel	2,000.00	2,000.00	1,496.55	232.92	.00	503.45	74.8%
E39900 Other Contracted Services	66,500.00	69,500.00	63,838.85	.00	.00	5,661.15	91.9%
E49900 Other Supplies & Mat	2,500.00	2,500.00	1,721.43	.00	.00	778.57	68.9%
E52400 In-Service/Staff Developm	33,000.00	33,000.00	24,302.19	.00	.00	8,697.81	73.6%
E59900 Other Charges	250.00	250.00	.00	.00	.00	250.00	.0%
E70400 Attendance Equipment	3,000.00	3,000.00	2,177.98	.00	.00	822.02	72.6%
TOTAL Attendance	890,781.00	893,781.00	803,957.12	62,895.51	.00	89,823.88	90.0%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72120 Health Services							
E13100 Medical Personnel	801,672.00	801,672.00	686,531.41	66,859.13	.00	115,140.59	85.6%
E18900 Other Salaries & Wages	315,284.00	315,284.00	336,597.48	38,938.08	.00	-21,313.48	106.8%
E18910 Sub Nurses	2,000.00	2,000.00	.00	.00	.00	2,000.00	.0%
E20100 Social Security	69,375.00	69,375.00	58,270.99	5,994.72	.00	11,104.01	84.0%
E20400 Pensions	85,163.00	85,163.00	83,219.02	8,540.64	.00	1,943.98	97.7%
E20600 Life Insurance	2,500.00	2,500.00	3,242.80	320.02	.00	-742.80	129.7%
E20700 Medical Insurance	150,000.00	150,000.00	159,741.24	16,603.40	.00	-9,741.24	106.5%
E21200 ER Medicare	16,225.00	16,225.00	13,628.07	1,402.03	.00	2,596.93	84.0%
E21700 Retirement-Hybrid Stab	18,000.00	18,000.00	9,600.31	960.82	.00	8,399.69	53.3%
E35500 Travel	3,500.00	3,500.00	164.05	14.00	.00	3,335.95	4.7%
E39900 Other Contracted Services	60,000.00	60,000.00	19,372.00	5,040.00	.00	40,628.00	32.3%
E49900 Other Supplies & Mat	9,000.00	9,000.00	6,787.51	2,032.05	1,209.00	1,003.49	88.9%
E52400 In-Service/Staff Developm	7,000.00	7,000.00	5,517.74	738.96	.00	1,482.26	78.8%
E73500 Health Equipment	5,000.00	5,000.00	4,986.12	.00	.00	13.88	99.7%
TOTAL Health Services	1,544,719.00	1,544,719.00	1,387,658.74	147,443.85	1,209.00	155,851.26	89.9%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72130 Other Student Support							
E12300 Guidance Personnel	1,983,771.00	1,983,771.00	1,685,953.04	150,413.94	.00	297,817.96	85.0%
E18900 Other Salaries & Wages	350,000.00	350,000.00	272,828.55	78,538.62	.00	77,171.45	78.0%
E18913 Other Salaries-Schools Ex	.00	.00	1,675.61	716.40	.00	-1,675.61	100.0%
E20100 Social Security	144,694.00	144,694.00	113,230.41	13,272.04	.00	31,463.59	78.3%
E20400 Pensions	148,428.00	148,428.00	134,680.70	15,746.30	.00	13,747.30	90.7%
E20600 Life Insurance	4,743.00	4,743.00	5,818.80	581.88	.00	-1,075.80	122.7%
E20700 Medical Insurance	202,000.00	202,000.00	228,974.10	23,955.64	.00	-26,974.10	113.4%
E21200 ER Medicare	33,840.00	33,840.00	26,481.33	3,103.87	.00	7,358.67	78.3%
E21700 Retirement-Hybrid Stab	7,600.00	7,600.00	6,083.10	798.80	.00	1,516.90	80.0%
E32200 Evaluation & Testing	76,450.00	71,450.00	63,826.91	.00	.00	7,623.09	89.3%
E49900 Other Supplies &Mat	6,500.00	31,500.00	28,648.35	.00	.00	2,851.65	90.9%
E59900 Other Charges	.00	5,000.00	4,704.09	2,814.45	.00	295.91	94.1%
TOTAL Other Student Support	2,958,026.00	2,983,026.00	2,572,904.99	289,941.94	.00	410,121.01	86.3%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72210 Regular Inst Program Support							
E10500 Supervisor/Director	1,035,386.00	1,035,386.00	908,068.92	80,262.91	.00	127,317.08	87.7%
E11700 Career Ladder	8,000.00	8,000.00	4,500.00	.00	.00	3,500.00	56.3%
E12900 Librarian(s)	750,907.00	750,907.00	624,848.20	56,804.40	.00	126,058.80	83.2%
E13700 Education Media Personnel	60,000.00	20,000.00	30,344.83	6,743.29	.00	-10,344.83	151.7%
E16100 Secretary(s)	59,771.00	59,771.00	50,904.12	4,597.77	.00	8,866.88	85.2%
E19600 In-Service Training	40,000.00	40,000.00	12,314.71	.00	.00	27,685.29	30.8%
E20100 Social Security	121,152.00	121,152.00	96,157.19	8,667.10	.00	24,994.81	79.4%
E20400 Pensions	126,956.00	126,956.00	111,754.04	10,307.48	.00	15,201.96	88.0%
E20600 Life Insurance	5,060.00	5,060.00	5,560.80	569.28	.00	-500.80	109.9%
E20700 Medical Insurance	227,000.00	227,000.00	129,530.96	13,996.04	.00	97,469.04	57.1%
E21200 ER Medicare	28,334.00	28,334.00	22,488.36	2,026.98	.00	5,845.64	79.4%
E21700 Retirement-Hybrid Stab	8,120.00	8,120.00	4,235.17	410.60	.00	3,884.83	52.2%
E30800 Consultants	48,000.00	48,000.00	35,350.00	.00	9,625.00	3,025.00	93.7%
E35500 Travel	1,000.00	1,000.00	.00	.00	.00	1,000.00	.0%
E39900 Other Contracted Services	50,000.00	57,000.00	55,766.91	1,740.00	.00	1,233.09	97.8%
E39906 Other Contracts VCS TV St	.00	40,000.00	26,950.00	.00	.00	13,050.00	67.4%
E43200 Library Books/Media	95,000.00	95,000.00	89,632.14	11,519.49	1,481.89	3,885.97	95.9%
E49900 Other Supplies &Mat	12,800.00	12,800.00	6,554.56	66.43	1,302.35	4,943.09	61.4%
E52400 In-Service/Staff Developm	137,000.00	137,000.00	47,658.50	3,817.50	2,181.00	87,160.50	36.4%
E59900 Other Charges	9,000.00	11,500.00	9,034.99	2,671.04	.00	2,465.01	78.6%
E79000 Other Equipment	25,000.00	25,000.00	3,268.87	.00	.00	21,731.13	13.1%
TOTAL Regular Inst Program Sup	2,848,486.00	2,857,986.00	2,274,923.27	204,200.31	14,590.24	568,472.49	80.1%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72215 Alt Inst Program Support							
E52400 In-Service/Staff Developm	2,500.00	2,500.00	.00	.00	.00	2,500.00	.0%
TOTAL Alt Inst Program Support	2,500.00	2,500.00	.00	.00	.00	2,500.00	.0%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72220 Special Edu Program Support							
E10500 Supervisor/Director	330,517.00	330,517.00	286,980.23	25,424.39	.00	43,536.77	86.8%
E11700 Career Ladder	1,000.00	1,000.00	500.00	.00	.00	500.00	50.0%
E12400 Psychological Personnel	486,115.00	486,115.00	429,979.82	37,423.47	.00	56,135.18	88.5%
E16200 Clerical Personnel	434,637.00	434,637.00	409,174.84	40,159.97	.00	25,462.16	94.1%
E18900 Other Salaries & Wages	37,500.00	37,500.00	39,892.50	4,050.00	.00	-2,392.50	106.4%
E18902 Occupational Therapy	435,818.00	435,818.00	392,774.62	36,557.01	.00	43,043.38	90.1%
E18903 Physical Therapist	89,588.00	89,588.00	75,805.22	6,891.39	.00	13,782.78	84.6%
E20100 Social Security	112,541.00	112,541.00	94,019.89	8,588.46	.00	18,521.11	83.5%
E20400 Pensions	134,917.00	134,917.00	121,471.30	11,251.10	.00	13,445.70	90.0%
E20600 Life Insurance	3,500.00	3,500.00	5,387.42	539.60	.00	-1,887.42	153.9%
E20700 Medical Insurance	135,000.00	135,000.00	222,355.60	22,235.56	.00	-87,355.60	164.7%
E21200 ER Medicare	26,320.00	26,320.00	21,989.05	2,008.54	.00	4,330.95	83.5%
E21700 Retirement-Hybrid Stab	10,358.00	10,358.00	6,721.89	626.29	.00	3,636.11	64.9%
E30800 Consultants	15,000.00	14,000.00	7,938.50	184.61	.00	6,061.50	56.7%
E35500 Travel	4,640.00	4,640.00	3,493.96	476.91	.00	1,146.04	75.3%
E39900 Other Contracted Services	90,300.00	90,300.00	35,721.40	9,277.79	.00	54,578.60	39.6%
E49900 Other Supplies & Mat	15,000.00	15,000.00	12,671.48	114.61	2,212.56	115.96	99.2%
E52400 In-Service/Staff Developm	10,000.00	10,000.00	10,220.56	.00	.00	-220.56	102.2%
E59900 Other Charges	2,000.00	3,000.00	2,889.90	.00	.00	110.10	96.3%
E79000 Other Equipment	10,000.00	10,000.00	4,802.10	.00	.00	5,197.90	48.0%
TOTAL Special Edu Program Supp	2,384,751.00	2,384,751.00	2,184,790.28	205,809.70	2,212.56	197,748.16	91.7%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72250 Technology							
E10500 Supervisor/Director	930,839.00	930,839.00	818,045.44	71,603.00	.00	112,793.56	87.9%
E13800 Instru Computer Personnel	792,259.00	792,259.00	707,073.20	61,670.55	.00	85,185.80	89.2%
E16200 Clerical Personnel	55,218.00	55,218.00	49,973.87	4,247.53	.00	5,244.13	90.5%
E18900 Other Salaries & Wages	747,522.00	747,522.00	648,240.99	64,352.69	.00	99,281.01	86.7%
E20100 Social Security	156,602.00	156,602.00	130,744.88	11,820.56	.00	25,857.12	83.5%
E20400 Pensions	196,606.00	196,606.00	170,952.15	15,646.17	.00	25,653.85	87.0%
E20600 Life Insurance	7,000.00	7,000.00	7,449.95	740.50	.00	-449.95	106.4%
E20700 Medical Insurance	220,000.00	220,000.00	225,073.92	21,923.60	.00	-5,073.92	102.3%
E21200 ER Medicare	36,625.00	36,625.00	30,576.82	2,764.44	.00	6,048.18	83.5%
E21700 Retirement-Hybrid Stab	18,900.00	18,900.00	11,661.95	999.08	.00	7,238.05	61.7%
E30700 Communication	163,000.00	163,000.00	52,276.24	4,797.23	8,505.10	102,218.66	37.3%
E30800 Consultants	97,500.00	97,500.00	50,225.94	9,510.00	1,615.00	45,659.06	53.2%
E33600 Maint & Repair-Equipment	180,000.00	180,000.00	132,879.23	10,800.64	8,007.76	39,113.01	78.3%
E35000 Internet Connectivity	613,200.00	613,200.00	282,712.30	28,681.80	18,219.70	312,268.00	49.1%
E35500 Travel	1,500.00	1,500.00	397.35	40.00	.00	1,102.65	26.5%
E39900 Other Contracted Services	40,000.00	40,000.00	20,696.95	765.00	8,971.77	10,331.28	74.2%
E43500 Office Supplies	4,000.00	4,000.00	3,956.99	.00	.00	43.01	98.9%
E47000 Cabling	53,500.00	53,500.00	31,962.36	877.10	15,360.20	6,177.44	88.5%
E47100 Software	1,022,900.00	1,022,900.00	651,401.04	186,367.35	30,003.41	341,495.55	66.6%
E49900 Other Supplies & Mat	25,500.00	25,500.00	7,390.63	1,198.50	77.31	18,032.06	29.3%
E52400 In-Service/Staff Developm	75,100.00	75,100.00	51,582.66	2,342.08	.00	23,517.34	68.7%
E59900 Other Charges	143,250.00	143,250.00	124,001.65	12,796.80	.00	19,248.35	86.6%
E70100 Administration Equipment	596,000.00	596,000.00	476,523.55	46,788.78	115,772.51	3,703.94	99.4%
E79000 Other Equipment	92,500.00	92,500.00	92,224.29	20,329.41	275.71	.00	100.0%
E79010 Technology Replacement Eq	5,000.00	5,000.00	4,996.00	.00	.00	4.00	99.9%
TOTAL Technology	6,274,521.00	6,274,521.00	4,783,020.35	581,062.81	206,808.47	1,284,692.18	79.5%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72310 Board of Education							
E18900 Other Salaries & Wages	39,829.00	39,829.00	36,672.20	3,168.47	.00	3,156.80	92.1%
E20100 Social Security	2,469.00	2,469.00	2,060.76	196.44	.00	408.24	83.5%
E20600 Life Insurance	9,900.00	9,900.00	6,570.02	6.56	.00	3,329.98	66.4%
E20700 Medical Insurance	660,000.00	660,000.00	503,904.83	47,692.64	.00	156,095.17	76.3%
E21200 ER Medicare	578.00	578.00	531.67	45.94	.00	46.33	92.0%
E21500 Contributions for OPEB	400,000.00	400,000.00	.00	.00	.00	400,000.00	.0%
E30500 Audit Services	81,000.00	81,000.00	87,100.00	19,000.00	.00	-6,100.00	107.5%
E32000 Dues & Memberships	8,400.00	8,400.00	8,323.00	.00	.00	77.00	99.1%
E33100 Legal Services	125,000.00	125,000.00	91,511.42	8,645.00	.00	33,488.58	73.2%
E39900 Other Contracted Services	8,000.00	8,000.00	3,600.00	.00	.00	4,400.00	45.0%
E49900 Other Supplies &Mat	600.00	600.00	68.62	.00	.00	531.38	11.4%
E50500 Judgments	90,000.00	90,000.00	222.55	.00	.00	89,777.45	.2%
E50600 Liability Insurance	185,468.00	234,676.00	227,194.86	.00	.00	7,481.14	96.8%
E50800 Premium on Corp Surety Bo	9,000.00	9,000.00	.00	.00	.00	9,000.00	.0%
E51300 On the Job Injuries	165,000.00	186,199.00	186,199.00	.00	.00	.00	100.0%
E52400 In-Service/Staff Developm	15,000.00	18,000.00	15,544.29	264.06	750.00	1,705.71	90.5%
E59900 Other Charges	537,569.00	1,045,388.00	1,025,787.20	106.95	29.00	19,571.80	98.1%
TOTAL Board of Education	2,337,813.00	2,919,039.00	2,195,290.42	79,126.06	779.00	722,969.58	75.2%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72320 Director of Schools							
E10100 County Official/Admin Off	220,150.00	220,150.00	219,337.01	18,013.76	.00	812.99	99.6%
E16100 Secretary(s)	73,089.00	73,089.00	62,767.52	5,622.23	.00	10,321.48	85.9%
E18800 Bonus Payments	20,000.00	20,000.00	.00	.00	.00	20,000.00	.0%
E20100 Social Security	19,421.00	19,421.00	15,970.34	1,442.38	.00	3,450.66	82.2%
E20400 Pensions	23,197.00	23,197.00	20,793.28	1,755.13	.00	2,403.72	89.6%
E20600 Life Insurance	1,600.00	1,600.00	1,270.60	127.06	.00	329.40	79.4%
E20700 Medical Insurance	16,500.00	16,500.00	16,244.20	1,624.42	.00	255.80	98.4%
E20800 Dental Insurance - Supt	510.00	510.00	508.20	50.82	.00	1.80	99.6%
E21200 ER Medicare	4,542.00	4,542.00	4,037.29	337.32	.00	504.71	88.9%
E29900 Other Fringe Benefits	9,000.00	9,000.00	.00	.00	.00	9,000.00	.0%
E32000 Dues & Memberships	17,945.00	17,945.00	16,659.03	.00	.00	1,285.97	92.8%
E34800 Postal Charges	6,500.00	6,500.00	4,455.45	535.55	11.99	2,032.56	68.7%
E39900 Other Contracted Services	45,000.00	98,792.00	95,434.41	.00	.00	3,357.59	96.6%
E43500 Office Supplies	3,500.00	1,000.00	658.04	.00	.00	341.96	65.8%
E52400 In-Service/Staff Developm	15,000.00	22,000.00	16,140.58	554.47	300.00	5,559.42	74.7%
E59900 Other Charges	57,975.00	67,280.00	65,109.15	466.34	62.97	2,107.88	96.9%
E70100 Administration Equipment	6,000.00	1,000.00	841.68	117.99	.00	158.32	84.2%
TOTAL Director of Schools	539,929.00	602,526.00	540,226.78	30,647.47	374.96	61,924.26	89.7%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72410 Office of the Principal							
E10401 Assistant Principals	2,440,764.00	2,440,764.00	2,212,817.91	193,130.63	.00	227,946.09	90.7%
E10402 Elem/Md Principals	988,034.00	988,034.00	867,025.10	74,724.82	.00	121,008.90	87.8%
E10403 High School Principal	132,451.00	132,451.00	113,571.80	10,188.53	.00	18,879.20	85.7%
E10405 Vice Principal	104,248.00	104,248.00	92,725.44	8,019.07	.00	11,522.56	88.9%
E11700 Career Ladder	5,000.00	5,000.00	2,000.00	.00	.00	3,000.00	40.0%
E16100 Secretary(s)	497,763.00	497,763.00	465,246.69	45,345.89	.00	32,516.31	93.5%
E16200 Clerical Personnel	826,311.00	826,311.00	756,200.27	74,790.34	.00	70,110.73	91.5%
E18900 Other Salaries & wages	44,322.00	44,322.00	32,688.13	3,672.27	.00	11,633.87	73.8%
E20100 Social Security	312,411.00	312,411.00	263,747.20	23,617.19	.00	48,663.80	84.4%
E20400 Pensions	376,974.00	376,974.00	323,356.27	29,481.62	.00	53,617.73	85.8%
E20600 Life Insurance	15,957.00	15,957.00	15,048.17	1,502.32	.00	908.83	94.3%
E20700 Medical Insurance	584,000.00	584,000.00	584,884.12	58,827.64	.00	-884.12	100.2%
E21200 ER Medicare	73,064.00	73,064.00	61,685.88	5,523.40	.00	11,378.12	84.4%
E21700 Retirement-Hybrid Stab	12,216.00	12,216.00	11,562.42	1,116.36	.00	653.58	94.6%
E52400 In-Service/Staff Developm	97,500.00	111,960.00	55,605.82	2,150.00	.00	56,354.18	49.7%
TOTAL Office of the Principal	6,511,015.00	6,525,475.00	5,858,165.22	532,090.08	.00	667,309.78	89.8%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72510 Fiscal Services							
E10500 Supervisor/Director	263,847.00	263,847.00	230,386.66	20,295.92	.00	33,460.34	87.3%
E11900 Accountants/Bookkeepers	358,019.00	358,019.00	306,958.22	27,539.93	.00	51,060.78	85.7%
E16100 Secretary(s)	76,061.00	76,061.00	18,349.68	1,018.12	.00	57,711.32	24.1%
E18900 Other Salaries & Wages	155,351.00	155,351.00	91,253.74	8,360.03	.00	64,097.26	58.7%
E18906 Business Info Sys Special	77,657.00	77,657.00	91,877.89	7,987.77	.00	-14,220.89	118.3%
E20100 Social Security	62,514.00	62,514.00	41,030.99	3,599.71	.00	21,483.01	65.6%
E20400 Pensions	96,794.00	96,794.00	60,717.47	5,358.46	.00	36,076.53	62.7%
E20600 Life Insurance	1,900.00	1,900.00	2,302.80	230.28	.00	-402.80	121.2%
E20700 Medical Insurance	50,000.00	50,000.00	59,521.36	6,058.68	.00	-9,521.36	119.0%
E21200 ER Medicare	13,499.00	13,499.00	10,322.55	904.97	.00	3,176.45	76.5%
E21700 Retirement-Hybrid Stab	5,750.00	5,750.00	3,586.39	301.26	.00	2,163.61	62.4%
E32000 Dues & Memberships	2,735.00	2,735.00	2,580.00	.00	.00	155.00	94.3%
E35500 Travel	300.00	300.00	226.97	7.49	.00	73.03	75.7%
E39900 Other Contracted Services	433,190.00	433,190.00	390,905.96	22,023.46	6,521.46	35,762.58	91.7%
E43500 Office Supplies	6,700.00	10,700.00	9,436.13	1,555.49	430.39	833.48	92.2%
E49900 Other Supplies & Mat	2,975.00	2,975.00	1,662.62	.00	.00	1,312.38	55.9%
E52400 In-Service/Staff Developm	44,400.00	40,400.00	24,168.97	3,523.48	.00	16,231.03	59.8%
E59900 Other Charges	1,600.00	1,600.00	328.00	128.00	.00	1,272.00	20.5%
E70100 Administration Equipment	33,000.00	33,000.00	3,950.63	.00	.00	29,049.37	12.0%
TOTAL Fiscal Services	1,686,292.00	1,686,292.00	1,349,567.03	108,893.05	6,951.85	329,773.12	80.4%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72520 Human Resources/Personnel							
E10500 Supervisor/Director	367,405.00	367,405.00	310,690.49	28,723.64	.00	56,714.51	84.6%
E16100 Secretary(s)	53,330.00	53,330.00	55,173.23	4,597.77	.00	-1,843.23	103.5%
E16200 Clerical Personnel	.00	.00	-1,834.49	.00	.00	1,834.49	100.0%
E18900 Other Salaries & Wages	.00	25,000.00	2,152.80	1,500.00	.00	22,847.20	8.6%
E18907 Benefits Analyst	91,523.00	91,523.00	83,249.02	7,040.23	.00	8,273.98	91.0%
E18909 Human Resources Technicia	77,575.00	77,575.00	69,690.03	5,967.31	.00	7,884.97	89.8%
E20100 Social Security	36,570.00	38,120.00	31,055.74	2,851.75	.00	7,064.26	81.5%
E20400 Pensions	47,478.00	49,068.00	40,058.94	3,726.62	.00	9,009.06	81.6%
E20600 Life Insurance	2,000.00	2,000.00	1,808.33	180.90	.00	191.67	90.4%
E20700 Medical Insurance	40,000.00	40,000.00	31,648.80	3,164.88	.00	8,351.20	79.1%
E21000 Unemployment Compensation	36,000.00	36,000.00	12,270.44	1,128.00	.00	23,729.56	34.1%
E21200 ER Medicare	8,553.00	8,915.00	7,263.07	666.95	.00	1,651.93	81.5%
E21700 Retirement-Hybrid Stab	1,600.00	1,600.00	606.80	63.74	.00	993.20	37.9%
E29900 Other Fringe Benefits	10,000.00	10,000.00	9,514.90	1,014.90	.00	485.10	95.1%
E32000 Dues & Memberships	3,400.00	3,400.00	1,052.00	110.00	.00	2,348.00	30.9%
E35500 Travel	500.00	500.00	107.51	.00	.00	392.49	21.5%
E39900 Other Contracted Services	62,700.00	62,700.00	49,051.16	8,432.85	.00	13,648.84	78.2%
E41100 Data Processing Supplies	6,000.00	6,000.00	.00	.00	.00	6,000.00	.0%
E43500 Office Supplies	6,000.00	6,000.00	5,862.48	223.44	1.30	136.22	97.7%
E52400 In-Service/Staff Developm	44,000.00	37,800.00	24,150.38	2,839.72	.00	13,649.62	63.9%
E70100 Administration Equipment	9,000.00	15,200.00	14,579.96	5,196.00	.00	620.04	95.9%
TOTAL Human Resources/Personnel	903,634.00	932,136.00	748,151.59	77,428.70	1.30	183,983.11	80.3%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72610 Operation of Plant							
E16600 Custodial Personnel	685,383.00	685,383.00	553,577.59	50,158.35	.00	131,805.41	80.8%
E20100 Social Security	42,494.00	42,494.00	31,931.39	2,897.00	.00	10,562.61	75.1%
E20400 Pensions	74,296.00	74,296.00	48,105.88	4,368.31	.00	26,190.12	64.7%
E20600 Life Insurance	1,900.00	1,900.00	1,678.97	168.28	.00	221.03	88.4%
E20700 Medical Insurance	110,000.00	110,000.00	92,864.68	9,002.44	.00	17,135.32	84.4%
E21200 ER Medicare	9,938.00	9,938.00	7,497.66	677.52	.00	2,440.34	75.4%
E21700 Retirement-Hybrid Stab	5,750.00	5,750.00	4,607.65	390.69	.00	1,142.35	80.1%
E32800 Janitorial Services	2,520,000.00	2,520,000.00	2,074,543.39	377,353.98	.00	445,456.61	82.3%
E39900 Other Contracted Services	617,000.00	617,000.00	379,095.39	54,512.71	5,902.25	232,002.36	62.4%
E41000 Custodial Supplies	30,000.00	30,000.00	26,284.50	2,886.21	1,627.73	2,087.77	93.0%
E41500 Electricity	2,400,000.00	2,400,000.00	1,875,518.65	183,325.41	.00	524,481.35	78.1%
E49900 Other Supplies &Mat	10,000.00	10,000.00	.00	.00	.00	10,000.00	.0%
E50200 Building & Content Insura	375,000.00	468,658.00	468,658.00	.00	.00	.00	100.0%
E52400 In-Service/Staff Developm	1,000.00	1,000.00	.00	.00	.00	1,000.00	.0%
E59900 Other Charges	34,000.00	34,000.00	16,072.00	3,506.00	1,067.00	16,861.00	50.4%
E72000 Plant Operation Equipment	10,000.00	10,000.00	7,628.96	5,486.60	875.18	1,495.86	85.0%
TOTAL Operation of Plant	6,926,761.00	7,020,419.00	5,588,064.71	694,733.50	9,472.16	1,422,882.13	79.7%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72620 Maintenance of Plant							
E10500 Supervisor/Director	229,710.00	229,710.00	200,289.81	17,670.00	.00	29,420.19	87.2%
E16100 Secretary(s)	59,771.00	59,771.00	54,792.97	4,597.77	.00	4,978.03	91.7%
E16700 Maintenance Personnel	498,929.00	498,929.00	419,620.27	37,994.55	.00	79,308.73	84.1%
E20100 Social Security	48,881.00	48,881.00	39,268.99	3,478.48	.00	9,612.01	80.3%
E20400 Pensions	85,464.00	85,464.00	54,847.38	4,918.12	.00	30,616.62	64.2%
E20600 Life Insurance	3,000.00	3,000.00	2,283.80	228.38	.00	716.20	76.1%
E20700 Medical Insurance	104,000.00	104,000.00	87,813.20	8,781.32	.00	16,186.80	84.4%
E21200 ER Medicare	11,432.00	11,432.00	9,184.10	813.54	.00	2,247.90	80.3%
E21700 Retirement-Hybrid Stab	12,000.00	12,000.00	7,024.38	590.04	.00	4,975.62	58.5%
E33500 Maint & Repair-Building	550,000.00	550,000.00	358,074.51	38,740.06	92,831.23	99,094.26	82.0%
E33600 Maint & Repair-Equipment	100,000.00	100,000.00	45,595.73	4,564.28	16,394.00	38,010.27	62.0%
E39900 Other Contracted Services	256,500.00	256,500.00	117,804.97	24,630.65	22,860.15	115,834.88	54.8%
E49900 Other Supplies &Mat	2,500.00	2,500.00	702.80	55.65	277.80	1,519.40	39.2%
E52400 In-Service/Staff Developm	12,100.00	12,100.00	1,734.10	225.00	.00	10,365.90	14.3%
E59900 Other Charges	16,000.00	16,000.00	4,129.44	1,095.00	770.08	11,100.48	30.6%
E70100 Administration Equipment	5,000.00	5,000.00	3,027.81	.00	.00	1,972.19	60.6%
E71700 Maintenance Equipment	30,000.00	30,000.00	15,293.60	5,184.33	8,395.75	6,310.65	79.0%
TOTAL Maintenance of Plant	2,025,287.00	2,025,287.00	1,421,487.86	153,567.17	141,529.01	462,270.13	77.2%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72710 Transportation							
E10500 Supervisor/Director	99,338.00	99,338.00	82,930.52	7,641.39	.00	16,407.48	83.5%
E16200 Clerical Personnel	53,700.00	53,700.00	44,643.65	4,130.77	.00	9,056.35	83.1%
E18900 Other Salaries & Wages	126,936.00	126,936.00	110,101.61	9,764.32	.00	16,834.39	86.7%
E20100 Social Security	17,358.00	17,358.00	13,913.16	1,252.12	.00	3,444.84	80.2%
E20400 Pensions	30,349.00	30,349.00	21,953.03	1,979.77	.00	8,395.97	72.3%
E20600 Life Insurance	800.00	800.00	843.20	84.32	.00	-43.20	105.4%
E20700 Medical Insurance	27,000.00	27,000.00	26,726.80	2,672.68	.00	273.20	99.0%
E21200 ER Medicare	4,060.00	4,060.00	3,253.79	292.82	.00	806.21	80.1%
E21700 Retirement-Hybrid Stab	3,000.00	3,000.00	1,556.16	129.68	.00	1,443.84	51.9%
E31200 Contracts w Private Agenc	4,000,000.00	4,000,000.00	2,853,651.46	375,733.64	.00	1,146,348.54	71.3%
E35500 Travel	2,000.00	2,000.00	184.52	.00	.00	1,815.48	9.2%
E39900 Other Contracted Services	53,252.00	53,252.00	29,828.60	.00	510.00	22,913.40	57.0%
E41200 Diesel Fuel	569,000.00	569,000.00	365,600.01	40,616.41	.00	203,399.99	64.3%
E42500 Gasoline	23,000.00	23,000.00	8,236.50	857.80	3,843.48	10,920.02	52.5%
E49900 Other Supplies &Mat	1,500.00	1,500.00	258.37	.00	41.63	1,200.00	20.0%
E52400 In-Service/Staff Developm	6,300.00	6,300.00	298.98	.00	.00	6,001.02	4.7%
E59900 Other Charges	3,200.00	3,200.00	190.00	.00	.00	3,010.00	5.9%
E70100 Administration Equipment	3,000.00	3,000.00	.00	.00	.00	3,000.00	.0%
E72900 Transportation Equipment	50,000.00	50,000.00	42,995.00	.00	.00	7,005.00	86.0%
TOTAL Transportation	5,073,793.00	5,073,793.00	3,607,165.36	445,155.72	4,395.11	1,462,232.53	71.2%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
72810 Central and Other							
E10500 Supervisor/Director	150,875.00	150,875.00	129,327.07	11,605.77	.00	21,547.93	85.7%
E16100 Secretary(s)	.00	44,678.00	40,778.50	3,450.01	.00	3,899.50	91.3%
E16200 Clerical Personnel	44,678.00	.00	.00	.00	.00	.00	.0%
E18900 Other Salaries & Wages	362,088.00	362,088.00	322,851.37	27,852.92	.00	39,236.63	89.2%
E20100 Social Security	34,574.00	34,574.00	28,866.44	2,488.58	.00	5,707.56	83.5%
E20400 Pensions	41,491.00	41,491.00	35,350.25	3,104.72	.00	6,140.75	85.2%
E20600 Life Insurance	1,438.00	1,438.00	1,674.00	167.40	.00	-236.00	116.4%
E20700 Medical Insurance	36,000.00	36,000.00	45,915.20	4,591.52	.00	-9,915.20	127.5%
E21200 ER Medicare	8,086.00	8,086.00	6,750.88	582.00	.00	1,335.12	83.5%
E21700 Retirement-Hybrid Stab	2,100.00	2,100.00	3,023.27	252.04	.00	-923.27	144.0%
E35500 Travel	3,500.00	2,500.00	1,171.13	168.05	.00	1,328.87	46.8%
E39900 Other Contracted Services	115,380.00	115,530.00	50,666.44	1,206.79	.00	64,863.56	43.9%
E43500 Office Supplies	19,000.00	19,000.00	12,031.08	894.00	.00	6,968.92	63.3%
E49900 Other Supplies & Mat	2,750.00	2,600.00	609.25	.00	122.81	1,867.94	28.2%
E52400 In-Service/Staff Developm	32,500.00	33,500.00	23,490.04	4,914.18	.00	10,009.96	70.1%
E59900 Other Charges	32,500.00	32,500.00	30,556.98	4,700.41	685.10	1,257.92	96.1%
E70100 Administration Equipment	8,000.00	8,000.00	5,900.68	32.99	.00	2,099.32	73.8%
E79000 Other Equipment	215,000.00	215,000.00	1,474.83	.00	157,998.94	55,526.23	74.2%
TOTAL Central and Other	1,109,960.00	1,109,960.00	740,437.41	66,011.38	158,806.85	210,715.74	81.0%

MAY 2025 GENERAL FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
76100 Regular Capital Outlay							
E30400 Architects	60,000.00	60,000.00	731.25	.00	.00	59,268.75	1.2%
E30800 Consultants	15,000.00	15,000.00	7,550.00	2,500.00	6,475.00	975.00	93.5%
E32100 Engineering Services	30,000.00	30,000.00	.00	.00	17,650.00	12,350.00	58.8%
E39900 Other Contracted Services	10,000.00	10,000.00	.00	.00	.00	10,000.00	.0%
E70700 Building Improvements	860,000.00	915,104.00	160,210.12	3,748.49	727,259.95	27,633.93	97.0%
E72400 Site Development	510,000.00	510,000.00	60,465.00	-8,682.70	297,217.75	152,317.25	70.1%
E79900 Other Capital Outlay	2,735,000.00	2,735,000.00	7,354.83	.00	203,385.60	2,524,259.57	7.7%
TOTAL Regular Capital Outlay	4,220,000.00	4,275,104.00	236,311.20	-2,434.21	1,251,988.30	2,786,804.50	34.8%
TOTAL General Purpose Fund	120,647,391.00	121,845,515.00	98,586,506.14	9,273,148.44	2,675,997.30	20,583,011.56	83.1%
GRAND TOTAL	120,647,391.00	121,845,515.00	98,586,506.14	9,273,148.44	2,675,997.30	20,583,011.56	83.1%

** END OF REPORT - Generated by Linda Tedford **

SCHOOL NUTRITION

MAY 2025 SN FUND REV

FOR 2025 11

	ORIGINAL ESTIM REV	REVISED EST REV	ACTUAL YTD REVENUE	ACTUAL MTD REVENUE	REMAINING REVENUE	PCT COLL
143 School Nutrition						
43521 Lunch Payments Children	1,100,000.00	1,100,000.00	1,093,819.70	89,944.95	6,180.30	99.4%
43522 Lunch Payments Adults	35,000.00	35,000.00	32,260.00	1,770.00	2,740.00	92.2%
43523 Income from Breakfast	60,000.00	60,000.00	86,571.60	7,155.90	-26,571.60	144.3%
43525 Ala Carte Sales	650,000.00	650,000.00	746,847.70	51,302.10	-96,847.70	114.9%
43990 Other Charges for Services	15,000.00	15,000.00	7,487.42	242.84	7,512.58	49.9%
43992 CHS Catering Revenue	30,000.00	30,000.00	12,955.00	2,239.00	17,045.00	43.2%
44570 Contributions & Gifts	300.00	300.00	.00	.00	300.00	.0%
44990 Other Local Revenue	2,500.00	2,500.00	683.94	220.03	1,816.06	27.4%
46520 State Matching	35,000.00	35,000.00	22,942.49	.00	12,057.51	65.5%
47111 USDA School Lunch Program	1,050,812.00	1,050,812.00	974,995.47	79,858.88	75,816.53	92.8%
47112 USDA Commodities	150,000.00	150,000.00	104,651.70	104,651.70	45,348.30	69.8%
47113 Breakfast	113,000.00	113,000.00	145,538.52	12,263.55	-32,538.52	128.8%
47114 USDA - Other	300,000.00	300,000.00	6,180.30	.00	293,819.70	2.1%
49900 Revenue YE Close	.00	362,000.00	.00	.00	362,000.00	.0%
TOTAL School Nutrition	3,541,612.00	3,903,612.00	3,234,933.84	349,648.95	668,678.16	82.9%
GRAND TOTAL	3,541,612.00	3,903,612.00	3,234,933.84	349,648.95	668,678.16	82.9%

** END OF REPORT - Generated by Linda Tedford **

MAY 2025 SN FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
143 School Nutrition							
10500 Supervisor/Director	150,670.00	150,670.00	128,186.95	11,590.00	.00	22,483.05	85.1%
16200 Clerical Personnel	47,789.00	47,789.00	40,318.49	3,676.07	.00	7,470.51	84.4%
16501 Cafeteria Managers	388,189.00	388,189.00	337,705.75	35,823.86	.00	50,483.25	87.0%
16502 School Nutrition Technicia	677,900.00	677,900.00	618,492.47	63,787.46	.00	59,407.53	91.2%
18800 Bonus Payments	43,000.00	43,000.00	12,450.00	12,450.00	.00	30,550.00	29.0%
19800 Sub Teachers-Non-Certified	10,000.00	10,000.00	24,763.26	3,882.42	.00	-14,763.26	247.6%
20100 Social Security	81,062.00	81,062.00	66,377.26	7,498.97	.00	14,684.74	81.9%
20400 Pensions	138,067.00	138,067.00	95,505.47	10,464.58	.00	42,561.53	69.2%
20600 Life Insurance	3,104.00	3,104.00	3,157.04	322.16	.00	-53.04	101.7%
20700 Medical Insurance	154,665.00	154,665.00	139,243.48	13,995.68	.00	15,421.52	90.0%
21200 ER Medicare	18,959.00	18,959.00	15,910.78	1,808.29	.00	3,048.22	83.9%
21700 Retirement-Hybrid Stab	11,218.00	11,218.00	8,620.02	966.04	.00	2,597.98	76.8%
33600 Maint & Repair-Equipment	38,000.00	38,000.00	22,260.26	.00	15,739.74	.00	100.0%
35400 Transportation - Food	7,000.00	8,550.00	8,523.80	746.65	.00	26.20	99.7%
35500 Travel	589.00	589.00	425.60	23.61	.00	163.40	72.3%
39900 Other Contracted Services	35,000.00	35,000.00	27,995.65	4,545.65	1,950.00	5,054.35	85.6%
42200 Food Supplies	1,215,000.00	1,544,450.00	1,360,939.12	105,845.02	.00	183,510.88	88.1%
43500 Office Supplies	5,000.00	5,000.00	1,525.37	.00	.00	3,474.63	30.5%
46900 USDA Commodities	150,000.00	150,000.00	104,651.70	104,651.70	.00	45,348.30	69.8%
49900 Other Supplies &Mat	150,000.00	181,000.00	103,304.35	5,768.59	.00	77,695.65	57.1%
52400 In-Service/Staff Developme	4,000.00	4,000.00	4,096.41	.00	.00	-96.41	102.4%
59900 Other Charges	2,400.00	2,400.00	705.15	-200.00	.00	1,694.85	29.4%
71000 Food Service Equipment	210,000.00	210,000.00	25,930.15	11,196.92	180,000.00	4,069.85	98.1%
TOTAL School Nutrition	3,541,612.00	3,903,612.00	3,151,088.53	398,843.67	197,689.74	554,833.73	85.8%
GRAND TOTAL	3,541,612.00	3,903,612.00	3,151,088.53	398,843.67	197,689.74	554,833.73	85.8%

** END OF REPORT - Generated by Linda Tedford **

FEDERAL PROGRAMS

MAY 2025 FEDERAL FUND REVENUES

FOR 2025 11

	ORIGINAL ESTIM REV	REVISED EST REV	ACTUAL YTD REVENUE	ACTUAL MTD REVENUE	REMAINING REVENUE	PCT COLL
0100 Consolidated Administratio	115,831.00	115,831.00	98,008.40	8,915.09	17,822.60	84.6%
1000 TITLE I	1,262,322.65	1,848,624.33	1,054,989.31	95,351.69	793,635.02	57.1%
2000 TITLE II	160,898.11	197,954.45	156,007.62	4,998.39	41,946.83	78.8%
3000 TITLE III	63,769.77	76,035.26	52,352.95	.00	23,682.31	68.9%
4000 Title IV	162,860.56	174,719.47	85,462.68	6,045.64	89,256.79	48.9%
7000 ARP Homeless	33,006.77	19,971.19	19,971.19	.00	.00	100.0%
8005 Carl Perkins	85,527.06	88,034.97	62,390.73	9,828.52	25,644.24	70.9%
8930 IDEA Partners Systemic Cha	25,000.00	25,000.00	15,815.00	.00	9,185.00	63.3%
9000 IDEA PART B	1,965,336.00	2,438,154.35	1,799,502.85	183,009.60	638,651.50	73.8%
9100 IDEA PRESCHOOL INCENTIVE	39,418.00	71,461.85	54,754.10	6,364.68	16,707.75	76.6%
9360 ESSER Grant 3.0	1,317,677.85	1,513,331.44	1,513,331.44	.00	.00	100.0%
GRAND TOTAL	5,231,647.77	6,569,118.31	4,912,586.27	314,513.61	1,656,532.04	74.8%

** END OF REPORT - Generated by Linda Tedford **

MAY 2025 FEDERAL FUND EXPENDITURES

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
0100 Consolidated Administratio	115,831.00	115,831.00	106,923.49	8,915.09	.00	8,907.51	92.3%
1000 TITLE I	1,262,322.65	1,848,624.33	1,153,445.33	98,456.02	34,920.21	660,258.79	64.3%
2000 TITLE II	160,898.11	197,954.45	156,007.62	.00	1,200.00	40,746.83	79.4%
3000 TITLE III	63,769.77	76,035.26	54,705.19	2,352.24	10,500.00	10,830.07	85.8%
4000 Title IV	162,860.56	174,719.47	91,517.33	6,054.65	.00	83,202.14	52.4%
7000 ARP Homeless	33,006.77	19,971.19	19,971.19	.00	.00	.00	100.0%
8005 Carl Perkins	85,527.06	88,034.97	79,713.50	17,322.77	.00	8,321.47	90.5%
8930 IDEA Partners Systemic Cha	25,000.00	25,000.00	15,815.00	.00	.00	9,185.00	63.3%
9000 IDEA PART B	1,965,336.00	2,438,154.35	1,984,302.05	184,799.20	365.78	453,486.52	81.4%
9100 IDEA PRESCHOOL INCENTIVE	39,418.00	71,461.85	59,326.59	4,572.49	.00	12,135.26	83.0%
9360 ESSER Grant 3.0	1,317,677.85	1,513,331.44	1,513,331.44	.00	.00	.00	100.0%
GRAND TOTAL	5,231,647.77	6,569,118.31	5,235,058.73	322,472.46	46,985.99	1,287,073.59	80.4%

** END OF REPORT - Generated by Linda Tedford **

DISCRETIONARY GRANTS

MAY 2025 DISCRETIONARY FUND REVENUES

FOR 2025 11

	ORIGINAL ESTIM REV	REVISED EST REV	ACTUAL YTD REVENUE	ACTUAL MTD REVENUE	REMAINING REVENUE	PCT COLL
8010 Voluntary Pre-K	184,851.03	184,851.03	156,679.46	14,363.76	28,171.57	84.8%
8015 State Special Ed Preschool	420,826.45	420,826.45	282,591.36	29,436.33	138,235.09	67.2%
8031 Public School Safety Grant	233,531.38	233,531.38	125,546.13	.00	107,985.25	53.8%
8036 America's Farmers Grow	978.21	978.21	.00	.00	978.21	.0%
8042 Youth Risk Behavior Survey	600.00	600.00	.00	.00	600.00	.0%
8043 Donations-Greenhouse CMS	3,729.94	3,729.94	.00	.00	3,729.94	.0%
8046 Family Resource/Race4 Vill	18,862.40	29,527.40	14,665.00	.00	14,862.40	49.7%
8047 Donations-Auditorium (CHS)	2,475.00	2,475.00	.00	.00	2,475.00	.0%
8051 Battelle Edu Donation-WCMS	1,042.73	1,042.73	.00	.00	1,042.73	.0%
8052 Battelle Edu Donation-SES	28,957.50	28,957.50	.00	.00	28,957.50	.0%
8053 Dollar General Literacy Fo	.00	4,500.00	4,500.00	.00	.00	100.0%
8061 Battelle STEM (TVA/BVI)	.00	18,500.00	18,500.00	.00	.00	100.0%
8098 CPR Training Project	876.75	876.75	850.00	.00	26.75	96.9%
8100 Collierville HS Television	72,483.22	72,483.22	18,925.84	4,454.55	53,557.38	26.1%
8200 Athletic Fund	100,000.00	78,847.08	156,209.64	143,475.00	-77,362.56	198.1%
8201 Mike ONeill Memorial Fund	.00	10,000.00	10,000.00	.00	.00	100.0%
8300 Sodexo Scholarship	20,512.50	20,512.50	.00	.00	20,512.50	.0%
8320 Bryan Gatlin Mem Scholarsh	6,963.00	6,963.00	.00	.00	6,963.00	.0%
8330 Garrett Helms Memorial Fun	21,270.31	21,270.31	.00	.00	21,270.31	.0%
8350 Chris Dufour Mrm Scholarsh	4,276.34	4,276.34	.00	.00	4,276.34	.0%
8361 Elem STEM/Cville Chamber	975.01	975.01	.00	.00	975.01	.0%
8362 Flight Hours-AirVenture	.00	.00	242,808.60	242,808.60	-242,808.60	100.0%
8370 Dragon Games	11,270.82	19,455.82	8,985.00	900.00	10,470.82	46.2%
8710 Learning Camps	1,029,464.19	1,029,464.19	.00	.00	1,029,464.19	.0%
8711 Learning Camps FY22	470,767.96	470,767.96	365,034.59	.00	105,733.37	77.5%
8800 Resp to Dispr-IDEA Part B	26,499.41	26,499.41	8,947.00	.00	17,552.41	33.8%
9371 Innovative School Models	768,203.60	768,203.60	111,574.74	9,829.00	656,628.86	14.5%
GRAND TOTAL	3,429,417.75	3,460,114.83	1,525,817.36	445,267.24	1,934,297.47	44.1%

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MAY 2025 DISCRETIONARY FUND EXPENDITURES

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
8010 Voluntary Pre-K	184,851.03	184,851.03	166,931.38	10,251.92	.00	17,919.65	90.3%
8015 State Special Ed Preschool	420,826.45	420,826.45	313,987.69	31,396.33	5,466.39	101,372.37	75.9%
8031 Public School Safety Grant	233,531.38	233,531.38	127,011.13	1,465.00	103,142.04	3,378.21	98.6%
8036 America's Farmers Grow	978.21	978.21	.00	.00	.00	978.21	.0%
8042 Youth Risk Behavior Survey	600.00	600.00	598.54	.00	.00	1.46	99.8%
8043 Donations-Greenhouse CMS	3,729.94	3,729.94	.00	.00	.00	3,729.94	.0%
8046 Family Resource/Race4 Vill	18,862.40	29,527.40	10,729.23	1,299.92	.00	18,798.17	36.3%
8047 Donations-Auditorium (CHS)	2,475.00	2,475.00	.00	.00	.00	2,475.00	.0%
8051 Battelle Edu Donation-WCMS	1,042.73	1,042.73	605.74	605.74	.00	436.99	58.1%
8052 Battelle Edu Donation-SES	28,957.50	28,957.50	1,591.15	.00	.00	27,366.35	5.5%
8053 Dollar General Literacy Fo	.00	4,500.00	4,500.00	.00	.00	.00	100.0%
8061 Battelle STEM (TVA/BVI)	.00	18,500.00	12,646.63	.00	.00	5,853.37	68.4%
8098 CPR Training Project	876.75	876.75	.00	.00	.00	876.75	.0%
8100 Collierville HS Television	72,483.22	72,483.22	45,551.09	165.13	320.47	26,611.66	63.3%
8200 Athletic Fund	100,000.00	78,847.08	71,898.35	11,100.00	.00	6,948.73	91.2%
8201 Mike ONeill Memorial Fund	.00	10,000.00	.00	.00	.00	10,000.00	.0%
8300 Sodexo Scholarship	20,512.50	20,512.50	.00	.00	.00	20,512.50	.0%
8320 Bryan Gatlin Mem Scholarsh	6,963.00	6,963.00	750.00	750.00	.00	6,213.00	10.8%
8330 Garrett Helms Memorial Fun	21,270.31	21,270.31	.00	.00	.00	21,270.31	.0%
8350 Chris Dufour Mrm Scholarsh	4,276.34	4,276.34	1,000.00	1,000.00	.00	3,276.34	23.4%
8361 Elem STEM/Cville Chamber	975.01	975.01	.00	.00	.00	975.01	.0%
8370 Dragon Games	11,270.82	19,455.82	9,162.06	9,162.06	132.92	10,160.84	47.8%
8710 Learning Camps	1,029,464.19	1,029,464.19	.00	.00	32,168.51	997,295.68	3.1%
8711 Learning Camps FY22	470,767.96	470,767.96	365,034.59	.00	.00	105,733.37	77.5%
8800 Resp to Dispr-IDEA Part B	26,499.41	26,499.41	8,947.00	.00	.00	17,552.41	33.8%
9371 Innovative School Models	768,203.60	768,203.60	121,937.63	10,362.89	.00	646,265.97	15.9%
GRAND TOTAL	3,429,417.75	3,460,114.83	1,262,882.21	77,558.99	141,230.33	2,056,002.29	40.6%

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C.I.P.

MAY 2025 CIP FUND REV

FOR 2025 11

	ORIGINAL ESTIM REV	REVISED EST REV	ACTUAL YTD REVENUE	ACTUAL MTD REVENUE	REMAINING REVENUE	PCT COLL
177 Education Capital Projects						
6117 Crosswind Renovation	4,077,608.00	7,406,345.00	.00	.00	7,406,345.00	.0%
6207 WCMS Renovation	.00	1,339,266.00	.00	.00	1,339,266.00	.0%
6215 CO (U of M) Renovation	.00	215,347.00	.00	.00	215,347.00	.0%
6306 CHS Addition	.00	758,862.00	.00	.00	758,862.00	.0%
6407 HVAC at BSE, CES	.00	537,864.00	.00	.00	537,864.00	.0%
6434 CWES Fire Alarm Sys Replac	.00	14,750.00	.00	.00	14,750.00	.0%
6525 Unallocated CIP from Shelb	.00	.00	2,682,166.56	976,096.28	-2,682,166.56	100.0%
TOTAL Education Capital Projec	4,077,608.00	10,272,434.00	2,682,166.56	976,096.28	7,590,267.44	26.1%
GRAND TOTAL	4,077,608.00	10,272,434.00	2,682,166.56	976,096.28	7,590,267.44	26.1%

** END OF REPORT - Generated by Linda Tedford **

MAY 2025 CIP FUND EXP

FOR 2025 11

	ORIGINAL APPROP	REVISED BUDGET	YTD EXPENDED	MTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
177 Education Capital Projects							
6117 Crosswind Renovation	4,152,716.00	7,406,345.00	5,437,616.42	341,108.22	5,926.82	1,962,801.76	73.5%
6207 WCMS Renovation	17,500.00	1,339,266.00	1,307,957.02	.00	.00	31,308.98	97.7%
6215 CO (U of M) Renovation	.00	215,347.00	99,238.23	.00	.00	116,108.77	46.1%
6306 CHS Addition	.00	758,862.00	749,000.12	.00	.00	9,861.88	98.7%
6407 HVAC at BSE, CES	.00	537,864.00	537,864.00	.00	.00	.00	100.0%
6434 CWES Fire Alarm Sys Replac	.00	14,750.00	14,750.00	.00	.00	.00	100.0%
TOTAL Education Capital Projec	4,170,216.00	10,272,434.00	8,146,425.79	341,108.22	5,926.82	2,120,081.39	79.4%
GRAND TOTAL	4,170,216.00	10,272,434.00	8,146,425.79	341,108.22	5,926.82	2,120,081.39	79.4%

** END OF REPORT - Generated by Linda Tedford **

**COLLIERVILLE SCHOOLS BOARD OF EDUCATION
RESOLUTION 2025-08**

A RESOLUTION TO AMEND THE 2024-2025 FISCAL YEAR ANNUAL SCHOOL NUTRITION FUND BUDGET OF THE COLLIERVILLE SCHOOLS, A MUNICIPAL SCHOOL DISTRICT IN THE STATE OF TENNESSEE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Tennessee Legislature passed Public Chapter No. 256 of the 2013 Public Acts to amend Title 49 relative to local educational agencies, including Tenn. Code Ann. § 49-2-127(b), which authorizes the governing body of a municipality to establish, by ordinance, a municipal board of education and compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, the Collierville Schools were lawfully established by local ordinance pursuant to Tenn. Code Ann. § 49-2-106 and in compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, The Collierville Schools Board of Education is an entity authorized pursuant to the laws of the state of Tennessee to operate a public school district within Shelby County, Tennessee; and

WHEREAS, Tenn. Code Ann. § 49-2-203(a) (10) (A)(i) requires the Board Of Education of the Collierville Schools to direct the Superintendent and the chair of the local board to prepare a budget on forms furnished by the Commissioner, and when the budget has been approved by the Collierville Schools Board of Education to then submit that budget to the Collierville Board of Mayor and Aldermen for their approval; and

WHEREAS, this amendment to the School Nutrition Fund Budget changes the total amount of the budget and requires the transfer of funds from one portion of the budget to another.

NOW, THEREFORE, be it resolved by the Collierville Schools Board of Education:

Section 1. That the annual School Nutrition Fund Budget of the 2024-2025 school year for the Collierville Schools as presented in official budget documents is hereby amended by reference in the following amounts with the following fund:

Funds Are Amended in the Following Categories:

(Please see attached documentation)

SCHOOL NUTRITION FUND REVENUE BUDGET:	\$ 3,541,612
Total Net Change in School Nutrition Fund Revenue Budget	<u>\$ 377,200</u>
Total Amended School Nutrition Fund Revenue Budget	\$ 3,918,812

Funds Are Amended In The Following Categories:

(Please see attached documentation)

SCHOOL NUTRITION FUND EXPENDITURE BUDGET:	\$ 3,541,612
Total Net Change in School Nutrition Fund Exp. Budget	<u>\$ 377,200</u>
Total Amended School Nutrition Fund Expenditure Budget	\$ 3,918,812

Section 2. That the budget document required by law will be amended and submitted for approval to the Town of Collierville Board and Mayor of Aldermen, and, upon approval, shall be submitted as required to the State of Tennessee.

Section 3. That this resolution shall become effective June 24, 2025, from and after its adoption by the Collierville Schools Board of Education.

Adopted this day of June 24, 2025.

WRIGHT COX, CHAIRMAN

RUSSELL DYER, SUPERINTENDENT

APPROVED AS TO FORM:
MICHAEL MARSHALL, BOARD ATTORNEY

Collierville Schools
School Nutrition Fund 2023-24
Amendment #1
Prepared 12/10/23

REVENUE		ORIGINAL			Amendment #1
ACCOUNT	DESCRIPTION	2023-24	Add	Subtract	2023-24
		BUDGET			BUDGET
143-43521-00000-000-0000-0000	Lunch Payments - Children	950,000			950,000
143-43522-00000-000-0000-0000	Lunch Payments - Adults	37,500			37,500
143-43523-00000-000-0000-0000	Income from Breakfast	55,000			55,000
143-43525-00000-000-0000-0000	Ala Carte Sales	515,000			515,000
143-43990-00000-000-0000-0000	Catering - Other Locations	2,000			2,000
143-43992-00000-000-0060-0000	Catering at CHS	40,000			40,000
143-44570-00000-000-0060-0000	Contributions and Gifts	0	300		300
143-44990-00000-000-0000-0000	Other Local Revenue	500			500
143-46520-00000-000-0000-0000	State Matching	40,000		300	39,700
143-47111-00000-000-0000-0000	USDA School Lunch Program	1,557,151			1,557,151
143-47112-00000-000-0000-0000	USDA Commodities	150,000			150,000
143-47113-00000-000-0000-0000	USDA Breakfast	110,000			110,000
143-47114-00000-000-0000-0000	USDA Other	25,067			25,067
143-49800-00000-000-0000-0000	Transfers In	0			0
143-49900-00000-000-0000-0000	Reserves	0	50,712		50,712
	TOTAL REVENUE	3,482,218	51,012	300	3,532,930

EXPENDITURES		ORIGINAL			Amendment #1
ACCOUNT	DESCRIPTION	2023-24	Add	Subtract	2022-23
		BUDGET			BUDGET
143-73100-10500-310-1000-0000	Director/Analyst	139,277			139,277
143-73100-16200-310-1000-0000	Assistant	45,046			45,046
143-73100-16501-310-xxxx-0000	Cafeteria Managers	375,968			375,968
143-73100-16502-310-xxxx-0000	School Nutrition Technicians	654,654			654,654
143-73100-18800-310-1000-0000	Bonus Payments	0	42,900		42,900
143-73100-19800-310-1000-0000	Substitute Workers	10,000			10,000
143-73100-20100-310-xxxx-0000	Social Security	77,326	2,660		79,986
143-73100-20400-310-xxxx-0000	State Retirement	117,974	4,530		122,504
143-73100-20600-310-xxxx-0000	Life Insurance	3,246			3,246
143-73100-20700-310-xxxx-0000	Medical Insurance	133,219			133,219
143-73100-21200-310-xxxx-0000	Medicare	17,617	622		18,239
143-73100-21700-310-xxxx-0000	Retirement - Hybrid Stabilization	8,891			8,891
143-73100-33600-310-1000-0000	Maintenance & Repair Equipment	35,000			35,000
143-73100-35400-310-1000-0000	Transportation-Food	8,000			8,000
143-73100-35500-310-1000-0000	Travel	500			500
143-73100-39900-310-1000-0000	Other Contracted Services	35,000			35,000
143-73100-42200-310-1000-0000	Food Supplies	1,200,000			1,200,000
143-73100-43500-310-1000-0000	Office Supplies	5,000			5,000
143-73100-46900-000-0000-0000	USDA Commodities	200,000			200,000
143-73100-49900-310-1000-0000	Other Supplies & Materials	300,000			300,000
143-73100-52400-310-1000-0000	In-Service/Staff Development	4,000			4,000
143-73100-59900-310-1000-0000	Other Charges	1,500			1,500
143-73100-71000-310-1000-0000	Food Service Equipment	110,000			110,000
	TOTAL EXPENDITURES	3,482,218	50,712	0	3,532,930

Collierville Schools
School Nutrition Fund 2024-25
Amendment #1 (FINAL)
Prepared 6/12/25

REVENUE

ACCOUNT	DESCRIPTION	Original	Amendment #1	
		2024-25	Add	Subtract
		BUDGET		BUDGET
143-43521-00000-000-0000-0000	Lunch Payments - Children	1,100,000		
143-43522-00000-000-0000-0000	Lunch Payments - Adults	35,000		
143-43523-00000-000-0000-0000	Income from Breakfast	60,000	30,000	
143-43525-00000-000-0000-0000	Ala Carte Sales	650,000	100,000	
143-43990-00000-000-0000-0000	Catering - Other Locations	15,000		
143-43992-00000-000-0060-0000	Catering at CHS	30,000		
143-44570-00000-000-0060-0000	Contributions and Gifts	300		
143-44990-00000-000-0000-0000	Other Local Revenue	2,500		
143-46520-00000-000-0000-0000	State Matching	35,000		
143-47111-00000-000-0000-0000	USDA School Lunch Program	1,050,812		
143-47112-00000-000-0000-0000	USDA Commodities	150,000		
143-47113-00000-000-0000-0000	USDA Breakfast	113,000	33,000	
143-47114-00000-000-0000-0000	USDA Other	300,000		163,000
143-49800-00000-000-0000-0000	Transfers In	0		
143-49900-00000-000-0000-0000	Reserves	0	377,200	
TOTAL REVENUE		3,541,612	540,200	163,000

EXPENDITURES

ACCOUNT	DESCRIPTION	Original	Amendment #1	
		2024-25	Add	Subtract
		BUDGET		BUDGET
143-73100-10500-310-1000-0000	Director/Analyst	150,670		
143-73100-16200-310-1000-0000	Assistant	47,789		
143-73100-16501-310-xxxx-0000	Cafeteria Managers	388,189		
143-73100-16502-310-xxxx-0000	School Nutrition Technicians	677,900		
143-73100-18800-310-1000-0000	Bonus Payments	43,000		
143-73100-19800-310-1000-0000	Substitute Workers	10,000	15,000	
143-73100-20100-310-xxxx-0000	Social Security	81,062		
143-73100-20400-310-xxxx-0000	State Retirement	138,067		
143-73100-20600-310-xxxx-0000	Life Insurance	3,104	100	
143-73100-20700-310-xxxx-0000	Medical Insurance	154,665		
143-73100-21200-310-xxxx-0000	Medicare	18,959		
143-73100-21700-310-xxxx-0000	Retirement - Hybrid Stabilization	11,218		
143-73100-33600-310-1000-0000	Maintenance & Repair Equipment	38,000		
143-73100-35400-310-1000-0000	Transportation-Food	7,000	1,550	
143-73100-35500-310-1000-0000	Travel	589		
143-73100-39900-310-1000-0000	Other Contracted Services	35,000		
143-73100-42200-310-1000-0000	Food Supplies	1,215,000	329,450	
143-73100-43500-310-1000-0000	Office Supplies	5,000		
143-73100-46900-000-0000-0000	USDA Commodities	150,000		
143-73100-49900-310-1000-0000	Other Supplies & Materials	150,000	31,000	
143-73100-52400-310-1000-0000	In-Service/Staff Development	4,000	100	
143-73100-59900-310-1000-0000	Other Charges	2,400		
143-73100-71000-310-1000-0000	Food Service Equipment	210,000		
TOTAL EXPENDITURES		3,541,612	377,200	0



**COLLIERVILLE SCHOOLS BOARD OF EDUCATION
RESOLUTION 2025-09**

A RESOLUTION TO AMEND THE 2024-2025 FISCAL YEAR ANNUAL EDUCATION CAPITAL PROJECTS FUND BUDGET OF THE COLLIERVILLE SCHOOLS, A MUNICIPAL SCHOOL DISTRICT IN THE STATE OF TENNESSEE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Tennessee Legislature passed Public Chapter No. 256 of the 2013 Public Acts to amend Title 49 relative to local educational agencies, including Tenn. Code Ann. § 49-2-127(b), which authorizes the governing body of a municipality to establish, by ordinance, a municipal board of education and compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, the Collierville Schools were lawfully established by local ordinance pursuant to Tenn. Code Ann. § 49-2-106 and in compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, The Collierville Schools Board of Education is an entity authorized pursuant to the laws of the state of Tennessee to operate a public-school district within Shelby County, Tennessee; and

WHEREAS, Tenn. Code Ann. § 49-2-203(a) (10) (A)(i) requires the Board of Education of the Collierville Schools to direct the Superintendent and the chair of the local board to prepare a budget on forms furnished by the Commissioner, and when the budget has been approved by the Collierville Schools Board of Education to then submit that budget to the Collierville Board of Mayor and Aldermen for their approval; and

WHEREAS, this amendment to the Education Capital Projects Fund Budget changes the total amount of the budget and requires the transfer of funds from one portion of the budget to another.

NOW, THEREFORE, be it resolved by the Collierville Schools Board of Education:

Section 1. That the annual Education Capital Projects Fund Budget of the 2024-2025 school year for the Collierville Schools as presented in official budget documents is hereby amended by reference in the following amounts with the following fund:

Funds Are Amended in the Following Categories:

(Please see attached documentation)

EDUCATION CAPITAL PROJECTS FUND REVENUE BUDGET: \$ 4,077,608

Total Net Change in Education Cap Projects Fund Revenue Budget \$ 9,955,954

Total Amended Education Capital Projects Fund Revenue Budget \$ 14,033,562

Funds Are Amended in The Following Categories:

(Please see attached documentation)

EDUCATION CAPITAL PROJECTS FUND EXPENDITURE BUDGET: \$ 4,077,608

Total Net Change in Education Cap Projects Fund Expenditure Budget \$ 9,955,954

Total Amended Education Capital Projects Fund Expenditure Budget \$ 14,033,562

Section 2. That the budget document required by law will be amended and submitted for approval to the Town of Collierville Board and Mayor of Aldermen, and, upon approval, shall be submitted as required to the State of Tennessee.

Section 3. That this resolution shall become effective June 24, 2025, from and after its adoption by the Collierville Schools Board of Education.

Adopted this 24th day of June 2025.

WRIGHT COX, CHAIRMAN

RUSSELL DYER, SUPERINTENDENT

APPROVED AS TO FORM:
MICHAEL MARSHALL, BOARD ATTORNEY

Collierville Schools
 CIP Fund 2024-25 Amendment #1 (FINAL)
 Prepared 6/16/25

REVENUE	ACCOUNT	DESCRIPTION	ORIGINAL	Amendment #1		2024-25
			2024-25	Add	Subtract	AMENDED
			BUDGET			BUDGET
	177-49100-00000-000-0000-6117	Crosswind Renov/Addition	4,077,608	3,328,737	6,831,620	574,725 *
	177-49100-00000-000-0000-6207	WCMS Renovation	0	1,339,266		1,339,266 *
	177-49100-00000-000-0000-6215	CO Renovations	0	215,347		215,347 *
	177-49100-00000-000-0000-6306	CHS Addition	0	758,862		758,862 *
	177-49100-00000-000-0000-6407	HVAC at BSE, CES	0	537,864		537,864 *
	177-49100-00000-000-0000-6434	Crosswind Fire Alarm	0	14,750		14,750 *
	177-49100-00000-000-0000-6525	Bond Proceeds - Unallocated	0			0
	177-49800-00000-000-0000-6117	Transfers In - Crosswind	0	6,831,620		6,831,620 T
	177-49800-00000-000-0000-6207	Transfers In - WCMS Phase 2	0	3,761,128		3,761,128 T
	177-49900-00000-000-0000-0000	Reserves	0			0
TOTAL REVENUE			4,077,608	16,787,574	6,831,620	14,033,562

EXPENDITURES	ACCOUNT	DESCRIPTION	ORIGINAL	Amendment #1		2024-25
			2024-25	Add	Subtract	AMENDED
			BUDGET			BUDGET
<u>Project 6117 - Crosswind Renovations:</u>						
	177-91300-30400-913-0065-6117	Architects	200,000	28,813		228,813
	177-91300-32100-913-0065-6117	Engineering Services	0	28,494		28,494
	177-91300-70600-913-0065-6117	Building Construction	3,727,608	3,007,605		6,735,213
	177-91300-71100-913-0065-6117	Furniture & Fixtures	0	263,825		263,825
	177-91300-79900-913-0065-6117	Other Capital Outlay	150,000			150,000
			4,077,608	3,328,737	0	7,406,345
<u>Project 6207 - WCMS Renovation:</u>						
	177-91300-30400-913-0168-6207	Architects	0	72,000		72,000
	177-91300-70600-913-0168-6207	Building Construction	0	5,006,687		5,006,687
	177-91300-79900-913-0168-6207	Other Capital Outlay	0	21,707		21,707
			0	5,100,394	0	5,100,394
<u>Project 6215 - CO Renovation:</u>						
	177-91300-30400-913-1000-6215	Architects	0	1,267		1,267
	177-91300-70600-913-1000-6215	Building Construction	0	116,108		116,108
	177-91300-71100-913-1000-6215	FF&E	0	97,972		97,972
			0	215,347	0	215,347
<u>Project 6306 - CHS Addition:</u>						
	177-91300-30400-913-0060-6306	Architects	0	6,686		6,686
	177-91300-70600-913-0060-6306	Building Construction	0	708,199		708,199
	177-91300-71100-913-0060-6306	FF&E	0	43,977		43,977
			0	758,862	0	758,862
<u>Project 6407 - HVAC at BSE and CES:</u>						
	177-91300-70700-913-0008-6407	Building Improvements	0	339,476		339,476
	177-91300-70700-913-0055-6407	Building Improvements	0	198,388		198,388
			0	537,864	0	537,864
<u>Project 6434 - Crosswind Fire Alarm:</u>						
	177-91300-70700-913-0065-6434	Building Improvements	0	14,750		14,750
			0	14,750	0	14,750

Project 6525 - Unallocated CIP from SC:

177-91300-79900-913-1000-6525	Other Capital Outlay	0			0
		0	0	0	0
	TOTAL EXPENDITURES	4,077,608	9,955,954	0	14,033,562

- * Move funds from the Unallocated to the projects for 2024-25.
- T Transfer funding from General Fund for needed balance.

	304	308,766
	321	28,494
	706	12,566,207
	707	552,614
	711	405,774
	799	171,707
Total		14,033,562

Indirect Cost

233,714
26,921
33,667
24,223
111,554
474
8,582
1,359
6,235
984
67,450
28,042
2,346
332
3,115
674,707
12,495
447,543
238,016
5
16,347
17,980
1,956,091

**Informational Note: IDEA-B funds provide for sup
Includes cost of salaries, benefits, materials, sup|**

**port of children eligible for special education between the age
plies, and services used in the IDEA program.**

**COLLIERVILLE SCHOOLS BOARD OF EDUCATION
RESOLUTION 2025-10**

A RESOLUTION TO AMEND THE 2024-2025 FISCAL YEAR ANNUAL BUDGET FOR THE FEDERAL FUND OF THE COLLIERVILLE SCHOOLS, A MUNICIPAL SCHOOL DISTRICT IN THE STATE OF TENNESSEE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Tennessee Legislature passed Public Chapter No. 256 of the 2013 Public Acts to amend Title 49 relative to local educational agencies, including Tenn. Code Ann. § 49-2-127(b), which authorizes the governing body of a municipality to establish, by ordinance, a municipal board of education and compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, the Collierville Schools were lawfully established by local ordinance pursuant to Tenn. Code Ann. § 49-2-106 and in compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, The Collierville Schools Board of Education is an entity authorized pursuant to the laws of the state of Tennessee to operate a public-school district within Shelby County, Tennessee; and

WHEREAS, Tenn. Code Ann. § 49-2-203(a) (10) (A)(i) requires the Board Of Education of the Collierville Schools to direct the Superintendent and the chair of the local board to prepare a budget on forms furnished by the Commissioner, and when the budget has been approved by the Collierville Schools Board of Education to then submit that budget to the Collierville Board of Mayor and Aldermen for their approval; and

WHEREAS, this amendment to the Federal Fund Budget changes the total amount of the budget and requires the transfer of funds from one portion of the budget to another.

NOW, THEREFORE, be it resolved by the Collierville Schools Board of Education:

Section 1. That the annual Federal Fund Budget of the 2024-25 school year for the Collierville Schools as presented in official budget documents is hereby amended by reference in the following amounts with the following fund:

Funds are amended in the following categories:

(Please see attached documentation)

FEDERAL FUND REVENUE BUDGET:	\$ 7,765,075
Total Net Change in Federal Fund Revenue Budget	<u>\$ (1,195,959)</u>
Total Amended Federal Fund Revenue Budget	\$ 6,569,116

Funds are amended in the following categories:

(Please see attached documentation)

FEDERAL FUND EXPENDITURE BUDGET:	\$ 7,765,075
Total Net Change in Federal Fund Expenditure Budget	<u>\$ (1,195,959)</u>
Total Amended Federal Fund Expenditure Budget	\$ 6,569,116

Section 3. That the budget document required by law will be amended and submitted for approval to the Town of Collierville Board and Mayor of Aldermen, and, upon approval, shall be submitted as required to the State of Tennessee.

Section 4. That this resolution shall become effective June 24, 2025, from and after its adoption by the Collierville Schools Board of Education.

Adopted this 24th day of June 2025.

WRIGHT COX, CHAIRMAN

DR. RUSSELL DYER, SUPERINTENDENT

APPROVED AS TO FORM:
MICHAEL MARSHALL, BOARD ATTORNEY

Collierville Schools
Federal Fund Revenue 2024-25
Final Amendment
6/9/2025

ACCOUNT	DESCRIPTION	Original	Final Amendment		
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-47590-00000-000-0000-0100	CONSOLIDATED ADMINISTRATION	101,326	14,505		115,831 A
142-47141-00000-000-0000-1000	TITLE I	436,041	1,412,583		1,848,624 A
142-47189-00000-000-0000-2000	TITLE II	166,579	31,375		197,954 A
142-47146-00000-000-0000-3000	TITLE III	57,083	18,952		76,035 A
142-47590-00000-000-0000-4000	TITLE IV	122,496	52,223		174,719 A
142-47404-00000-000-0000-7000	ARP HOMELESS 2.0	44,000		24,029	19,971 A
142-47131-00000-000-0000-8005	CTE Perkins Basic	87,184	851		88,035 A
142-47143-00000-000-0000-9000	IDEA PART B	2,303,697	134,457		2,438,154 A
142-47143-00000-000-0000-8930	IDEA PARTNERSHIP GRANT		25,000		25,000 A
142-47145-00000-000-0000-9100	PRESCHOOL INCENTIVE	74,408		2,946	71,462 A
142-47401-00000-000-0000-9360	ESSER 3.0	3,843,021		2,329,690	1,513,331 A
142-47310-00000-000-0000-9371	INNOVATIVE SCHOOL MODELS	529,240		529,240	- C
TOTAL FEDERAL GRANTS REVENUE		7,765,075	1,689,946	2,885,905	6,569,116

Explanation of Adjustments:

- A NEW GRANT OR CARRYOVER
- B ALLOCATION CHANGE BY TDOE
- C MOVED TO DISCRETIONARY

Collierville Schools
Federal Fund Expenditures 2024-25
Final Amendment
6/9/2025

Consolidated Administration		Original			Final Amendment
ACCOUNT	DESCRIPTION	2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-72210-10500-500-1000-0100	SUPERVISOR/DIRECTOR	101,326			101,326
142-72210-20100-500-1000-0100	SOCIAL SECURITY		6,285		6,285
142-72210-20400-500-1000-0100	STATE RETIREMENT		6,445		6,445
142-72210-20600-500-1000-0100	LIFE INSURANCE		305		305
142-72210-21200-500-1000-0100	EMPLOYER MEDICARE		1,470		1,470
142-72210-49900-500-1000-0100	OTHER SUPPLIES & MATERIALS				-
142-72210-52400-500-1000-0100	IN-SERVICE/STAFF DEVELOPMENT				-
142-99100-50400-500-1000-0100	INDIRECT COST				-
Total Consolidated Administration Expenditures		101,326	14,505	0	115,831

Title I		Original			Final Amendment
ACCOUNT	DESCRIPTION	2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-71100-11600-500-9999-1000	TEACHERS	134,498	90,854		225,352
142-71100-16300-500-9999-1000	EDUCATIONAL ASSISTANTS	49,366	206,454		255,820
142-71100-18900-500-9999-1000	OTHER SALARIES & WAGES	91,460		91,460	0
142-71100-19500-500-9999-1000	CERTIFIED SUBSTITUTE TEACHERS	0			0
142-71100-20100-500-9999-1000	SOCIAL SECURITY	17,070	12,763		29,833
142-71100-20400-500-9999-1000	STATE RETIREMENT	20,020	22,290		42,310
142-71100-20600-500-9999-1000	LIFE INSURANCE	830	456		1,286
142-71100-20700-500-9999-1000	MEDICAL INSURANCE	43,542		9,442	34,100
142-71100-21200-500-9999-1000	EMPLOYER MEDICARE	3,992	2,985		6,977
142-71100-39900-500-9999-1000	OTHER CONTRACTED SERVICES				0
142-71100-42900-500-9999-1000	INSTRUCTIONAL SUPPLIES & MATERIALS		88,502		88,502
142-71100-49900-500-9999-1000	OTHER SUPPLIES & MATERIALS		45,222		45,222
142-71100-59900-500-9999-1000	OTHER CHARGES				0
142-71100-72200-500-1000-1000	REGULAR INSTRUCTION EQUIPMENT		190,326		190,326
142-72130-12300-500-1000-1000	GUIDANCE PERSONNEL	60,364	162,489		222,853
142-72130-18900-500-1000-1000	OTHER SALARIES & WAGES		7,040		7,040
142-72130-20100-500-1000-1000	SOCIAL SECURITY	3,743	10,198		13,941
142-72130-20400-500-1000-1000	STATE RETIREMENT	4,799	19,974		24,773
142-72130-20600-500-1000-1000	LIFE INSURANCE	182	773		955
142-72130-20700-500-1000-1000	MEDICAL INSURANCE	0	14,400		14,400
142-72130-21200-500-1000-1000	EMPLOYER MEDICARE	875	2,458		3,333
142-72130-49900-500-1000-1000	OTHER SUPPLIES & MATERIALS		5,031		5,031
142-72130-59900-500-1000-1000	OTHER CHARGES		37,800		37,800
142-72210-16200-500-1000-1000	CLERICAL				0
142-72210-18900-500-1000-1000	OTHER SALARIES & WAGES		250,543		250,543
142-72210-19500-500-1000-1000	SUBSTITUTE TEACHERS-CERTIFIED		5,000		5,000
142-72210-20100-500-1000-1000	SOCIAL SECURITY		15,844		15,844
142-72210-20400-500-1000-1000	STATE RETIREMENT		23,224		23,224
142-72210-20600-500-1000-1000	LIFE INSURANCE		133		133
142-72210-20700-500-1000-1000	MEDICAL INSURANCE				0
142-72210-21200-500-1000-1000	MEDICARE		3,705		3,705
142-72210-30800-500-1000-1000	CONSULTANTS		32,000		32,000
142-72210-49900-500-1000-1000	OTHER SUPPLIES & MATERIALS		38,297		38,297
142-72210-49901-500-1000-1000	OTHER SUPPLIES & MATERIALS-SET ASIDE		15,123		15,123
142-72210-52400-500-1000-1000	IN-SERVICE/STAFF DEVELOPMENT		145,292		145,292

Title I Continued

ACCOUNT	DESCRIPTION	Original		Final Amendment	
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-72210-59900-500-1000-1000	OTHER CHARGES		8,000		8,000
142-72210-79000-500-1000-1000	OTHER EQUIPMENT		1,800		1,800
142-72710-59900-500-1000-1000	OTHER CHARGES		10,100		10,100
142-99100-50400-500-1000-1000	INDIRECT COST	5,300	44,409		49,709
Total Title I Expenditures		436,041	1,513,485	100,902	1,848,624

Title II

ACCOUNT	DESCRIPTION	Original		Final Amendment	
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-72210-10500-500-1000-2000	SUPERVISOR/DIRECTOR				0
142-72210-18900-500-1000-2000	OTHER SALARIES & WAGES		25,000		25,000
142-72210-19500-500-1000-2000	SUB TEACHERS CERTIFIED		4,160		4,160
142-72210-20100-500-1000-2000	SOCIAL SECURITY		2,118		2,118
142-72210-20400-500-1000-2000	STATE RETIREMENT		3,252		3,252
142-72210-20600-500-1000-2000	LIFE INSURANCE				0
142-72210-20700-500-1000-2000	MEDICAL INSURANCE				0
142-72210-21200-500-1000-2000	EMPLOYER MEDICARE		717		717
142-72210-39900-500-1000-2000	OTHER CONTRACTED SERVICES	30,000	5,000		35,000
142-72210-49900-500-1000-2000	OTHER SUPPLIES & MATERIALS	15,579		15,579	-
142-72210-52400-500-1000-2000	IN-SERVICE/STAFF DEVELOPMENT	111,000		4,100	106,900
142-72210-59900-500-1000-2000	OTHER CHARGES		10,000		10,000
142-99100-50400-500-1000-2000	INDIRECT COST	10,000	807		10,807
Total Title II Expenditures		166,579	51,054	19,679	197,954

Explanation of Adjustments:

B TDOE ALLOCATION CHANGE

Title III		Original			Final Amendment
ACCOUNT	DESCRIPTION	2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-72210-19500-500-1000-3000	SUB TEACHERS CERTIFIED		900		900
142-72210-20100-500-1000-3000	SOCIAL SECURITY		56		56
142-72210-21200-500-1000-3000	EMPLOYER MEDICARE		13		13
142-71100-47100-500-1000-3000	SOFTWARE		28,420		28,420
142-72210-49900-500-1000-3000	OTHER SUPPLIES & MATERIALS	42,224		22,792	19,432
142-72210-52400-500-1000-3000	IN-SERVICE/STAFF DEVELOPMENT	14,359	9,958		24,317
142-72210-79000-500-1000-3000	OTHER EQUIPMENT		3,000	1,000	2,000
142-99100-50400-500-1000-3000	INDIRECT COST	500	397		897
Total Title III Expenditures		57,083	42,744	23,792	76,035

Title IV		Original			Final Amendment
ACCOUNT	DESCRIPTION	2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-71100-42900-500-9999-4000	INSTRUCTIONAL SUPPLIES & MATERIALS	16,000		16,000	0
142-71100-49900-500-9999-4000	OTHER SUPPLIES & MATERIALS	30,000		5,821	24,179
142-71100-59900-500-9999-4000	OTHER CHARGES	521	10,279		10,800
142-71100-72200-500-1000-4000	REGULAR INSTRUCTION EQUIPMENT				-
142-72130-49900-500-9999-4000	OTHER SUPPLIES & MATERIALS				-
142-72210-18900-500-1000-4000	OTHER SALARIES & WAGES	50,608	13,200		63,808
142-72210-20100-500-1000-4000	SOCIAL SECURITY	3,138	818		3,956
142-72210-20400-500-1000-4000	STATE RETIREMENT	3,993	1,526		5,519
142-72210-20600-500-1000-4000	LIFE INSURANCE	152	29		181
142-72210-20700-500-1000-4000	MEDICAL INSURANCE	7,000	140		7,140
142-72210-21200-500-1000-4000	EMPLOYER MEDICARE	734	191		925
142-72210-35500-500-1000-4000	TRAVEL	400	1,100		1,500
142-72210-49900-500-1000-4000	OTHER SUPPLIES & MATERIALS	9,950	1,761		11,711
142-72210-52400-500-1000-4000	IN-SERVICE/STAFF DEVELOPMENT		45,000		45,000
Total Title IV Expenditures		122,496	74,044	21,821	174,719

ARP Homeless 2.0

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
142-71100-59900-500-1000-7000	OTHER CHARGES	4,000		4,000	0
142-72130-39900-500-1000-7000	OTHER CONTRACTED SERVICES	13,000		11,815	1,185
142-72130-49900-500-1000-7000	OTHER SUPPLIES & MATERIALS	14,395	3,641		18,036
142-72130-59900-500-1000-7000	OTHER CHARGES	2,500		2,500	0
142-72210-18900-500-1000-7000	OTHER SALARIES & WAGES	4,070		4,070	0
142-72210-20100-500-1000-7000	SOCIAL SECURITY	252		252	0
142-72210-20400-500-1000-7000	STATE RETIREMENT	354		354	0
142-72210-21200-500-1000-7000	EMPLOYER MEDICARE	59		59	0
142-72210-52400-500-1000-7000	IN-SERVICE/STAFF DEVELOPMENT	1,370		1,370	0
142-72710-39900-500-1000-7000	OTHER CONTRACTED SERVICES	4,000		3,250	750
Total ARP Homeless 2.0 Expenditures		44,000	3,641	27,670	19,971

CTE Perkins Basic

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
142-71300-33600-130-1000-8005	MAINT & REPAIR-EQUIPMENT	2,000		2,000	0
142-71300-42900-130-1000-8005	INSTRUCTIONAL SUPPLIES & MATERIALS	25,691		25,691	0
142-71300-42903-130-1000-8005	INSTRUCTIONAL SUPPLIES & MATERIALS	1,043		1,043	0
142-71300-47100-130-1000-8005	SOFTWARE		24,161		24,161
142-71300-49900-130-1000-8005	OTHER SUPPLIES & MATERIALS	25,000	16,272		41,272
142-71300-59900-130-1000-8005	OTHER CHARGES	1,000		1,000	0
142-72130-39900-223-1000-8005	OTHER CONTRACTED SERVICES	15,000		15,000	0
142-72130-52400-223-1000-8005	IN-SERVICE/STAFF DEVELOPMENT	9,214		4,969	4,245
142-72130-52403-223-1000-8005	IN-SERVICE/STAFF DEVELOPMENT-CTSO	2,436		2,436	0
142-72130-59900-223-1000-8005	OTHER CHARGES		1,000		1,000
142-72230-52400-223-1000-8005	IN-SERVICE/STAFF DEVELOPMENT	3,500	285		3,785
142-72710-31500-223-1000-8005	CONTRACTS WITH VEHICLE OWNERS		11,272		11,272
142-99100-50400-221-1000-3000	INDIRECT COST	2,300			2,300
Total CTE Perkins Basic Expenditures		87,184	52,990	52,139	88,035

IDEA Part B

ACCOUNT	DESCRIPTION	Original			Final Amendment
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-71200-11600-120-9999-9000	TEACHERS	436,552	44,212		480,764
142-71200-16300-120-9999-9000	EDUCATIONAL ASSISTANTS	685,638	9,923		695,561
142-71200-18900-120-9999-9000	OTHER SALARIES & WAGES	212,534	19,966		232,500
142-71200-20100-120-9999-9000	SOCIAL SECURITY	82,252	10,963		93,215
142-71200-20400-120-9999-9000	STATE RETIREMENT	106,347	10,588		116,935
142-71200-20600-120-9999-9000	LIFE INSURANCE	3,921	604		4,525
142-71200-20700-120-9999-9000	MEDICAL INSURANCE	256,200		22,800	233,400
142-71200-21200-120-9999-9000	EMPLOYER MEDICARE	19,547	2,478		22,025
142-71200-31201-120-1000-9000	CONTRACTS WITH PRIVATE AGENCIES-SET ASIDE	15,000	53,266		68,266
142-71200-42900-120-1000-9000	INSTRUCTIONAL SUPPLIES	59,657	36,748		96,405
142-71200-42920-120-1000-9000	INSTRUCTIONAL SUPPLIES-CCEIS		13,717		13,717
142-71200-49900-120-1000-9000	OTHER SUPPLIES & MATERIALS		27,000		27,000
142-71200-72500-120-1000-9000	SPECIAL EDUCATION EQUIPMENT	10,000		10,000	-
142-72220-13100-222-1000-9000	MEDICAL PERSONNEL	88,669	920		89,589
142-72220-18900-222-1000-9000	OTHER SALARIES & WAGES		10,304		10,304
142-72220-19600-222-1000-9000	IN-SERVICE TRAINING	15,000		15,000	-
142-72220-20100-222-1000-9000	SOCIAL SECURITY	6,375		451	5,924
142-72220-20400-222-1000-9000	STATE RETIREMENT	9,800	921		10,721
142-72220-20600-222-1000-9000	LIFE INSURANCE	286	2		288
142-72220-21200-222-1000-9000	EMPLOYER MEDICARE	1,490	424		1,914
142-72220-30800-222-1000-9000	CONSULTANTS				-
142-72220-31200-222-1000-9000	CONTRACTS WITH PRIVATE AGENCIES	10,000	10,000		20,000
142-72220-32200-222-1000-9000	EVALUATION & TESTING				-
142-72220-49900-222-1000-9000	OTHER SUPPLIES & MATERIALS	10,000		10,000	-
142-72220-52400-222-1000-9000	IN-SERVICE/STAFF DEVELOPMENT	55,080		29,966	25,114
142-72220-79000-222-1000-9000	OTHER EQUIPMENT	35,151		35,151	-
142-72710-31200-222-1000-9000	CONTRACTS WITH PRIVATE AGENCIES	10,000			10,000
142-99100-50400-120-1000-9000	INDIRECT COST	160,998		7,510	153,488
142-99100-59000-120-1000-9000	TRANSFERS OUT TO GF	13,200	13,299		26,499
Total IDEA Part B Expenditures		2,303,697	265,335	130,878	2,438,154

IDEA Partnership Grant

ACCOUNT	DESCRIPTION	Original		Final Amendment			
		2024-25	BUDGET	Add	Subtract	2024-25	BUDGET
142-71200-18900-120-1000-8930	OTHER SALARIES & WAGES			2,000		2,000	
142-71200-19500-120-1000-8930	SUB TEACHERS-CERTIFIED					0	
142-71200-20100-120-1000-8930	SOCIAL SECURITY			135		135	
142-71200-20400-120-1000-8930	PENSIONS			125		125	
142-71200-21200-120-1000-8930	MEDICARE			40		40	
142-71200-31200-120-1000-8930	CONTRACTS WITH PRIVATE AGENCIES			15,000		15,000	
142-72220-52400-222-1000-8930	IN-SERVICE/STAFF DEVELOPMENT			7,700		7,700	
Total IDEA Partnership				-	25,000	-	25,000

IDEA Preschool Incentive

ACCOUNT	DESCRIPTION	Original			Final Amendment
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-71200-16300-120-1000-9100	EDUCATIONAL ASSISTANT	26,605	5,195		31,800
142-71200-12400-120-1000-9100	OTHER SALARIES & WAGES	4,500		4,500	0
142-71200-18900-120-1000-9100	SUB TEACHERS CERTIFIED	2,000		2,000	0
142-71200-20100-120-1000-9100	SOCIAL SECURITY	2,053	396		2,449
142-71200-20400-120-1000-9100	STATE RETIREMENT	2,632		112	2,520
142-71200-20600-120-1000-9100	LIFE INSURANCE	80	16		96
142-71200-20700-120-1000-9100	MEDICAL INSURANCE	7,000	200		7,200
142-71200-21200-120-1000-9100	MEDICARE	480	20		500
142-71200-31200-120-1000-9100	CONTRACTS WITH PRIVATE AGENCIES	8,632	1,326		9,958
142-71200-42900-120-1000-9100	INSTRUCTIONAL SUPPLIES & MATERIALS	7,689		3,059	4,630
142-71200-49900-120-1000-9100	OTHER SUPPLIES & MATERIALS		1,204		1,204
142-71200-72500-120-1000-9100	SPECIAL EDUCATION EQUIPMENT				-
142-72220-12400-222-1000-9000	PSYCHOLOGICAL PERSONNEL	2,000		2,000	0
142-72220-18900-222-1000-9000	OTHER SALARIES & WAGES		2,000		2,000
142-72220-20100-222-1000-9100	SOCIAL SECURITY	124	1		125
142-72220-20400-222-1000-9100	STATE RETIREMENT	159	21		180
142-72220-21200-222-1000-9100	EMPLOYER MEDICARE	29	1		30
142-72220-49900-222-1000-9100	OTHER SUPPLIES & MATERIALS	3,888		3,888	0
142-72220-52400-120-1000-9100	IN-SERVICE/STAFF DEVELOPMENT	3,905	154		4,059
142-72220-79000-222-1000-9100	OTHER EQUIPMENT				-
142-99100-50400-222-1000-9100	INDIRECT COST	2,632	2,079		4,711
Total IDEA Preschool Incentive		74,408	12,613	15,559	71,462

ESSER Grant 3.0

ACCOUNT	DESCRIPTION	Original		Final Amendment	
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-71100-42945-500-1000-9360	INSTRUCTIONAL SUPPLIES & MATERIALS		252,572		252,572
142-71300-59900-500-1000-9360	OTHER CHARGES		41,300		41,300
142-71300-73000-500-1000-9360	VOCATIONAL EQUIPMENT		48,034		48,034
142-72210-30800-500-1000-9360	CONSULTANTS		12,000		12,000
142-72210-52400-500-1000-9360	IN-SERVICE/STAFF DEVELOPMENT		340,000		340,000
142-72210-59900-500-1000-9360	OTHER CHARGES		31,600		31,600
142-72250-49900-500-1000-9360	OTHER SUPPLIES & MATERIALS		2,000		2,000
142-72250-79000-500-1000-9360	OTHER EQUIPMENT		317,623		317,623
142-76100-70600-500-1000-9360	BUILDING CONSTRUCTION	3,843,021		3,843,021	0
142-76100-70700-500-1000-9360	BUILDING IMPROVEMENTS		8,000		8,000
142-76100-79900-500-1000-9360	OTHER CAPITAL OUTLAY		355,202		355,202
142-99100-50400-500-1000-9360	INDIRECT COST		105,000		105,000
Total ESSER Grant 3.0		3,843,021	1,513,331	3,843,021	1,513,331

Innovative School Models

ACCOUNT	DESCRIPTION	Original		Final Amendment	
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
142-71300-42900-130-1000-9371	INSTRUCTIONAL SUPPLIES & MATERIALS	189,172		189,172	-
142-71300-49900-130-1000-9371	OTHER SUPPLIES & MATERIALS	25,000		25,000	-
142-71300-52400-130-1000-9371	IN-SERVICE/STAFF DEVELOPMENT	8,000		8,000	-
142-71300-59900-130-1000-9371	OTHER CHARGES	263,735		263,735	-
142-71300-73000-130-1000-9371	VOCATIONAL INSTRUCTION EQUIPMENT	33,333		33,333	-
142-72710-39900-221-1000-9371	OTHER CONTRACTED SERVICES	10,000		10,000	-
Total Innovative School Models		529,240		529,240	-

TOTAL FEDERAL FUND EXPENDITURES 7,765,075 3,568,742 4,764,701 6,569,116

**COLLIERVILLE SCHOOLS BOARD OF EDUCATION
RESOLUTION 2025-11**

A RESOLUTION TO AMEND THE 2024-2025 FISCAL YEAR ANNUAL DISCRETIONARY GRANTS FUND BUDGET OF THE COLLIERVILLE SCHOOLS, A MUNICIPAL SCHOOL DISTRICT IN THE STATE OF TENNESSEE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Tennessee Legislature passed Public Chapter No. 256 of the 2013 Public Acts to amend Title 49 relative to local educational agencies, including Tenn. Code Ann. § 49-2-127(b), which authorizes the governing body of a municipality to establish, by ordinance, a municipal board of education and compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, the Collierville Schools were lawfully established by local ordinance pursuant to Tenn. Code Ann. § 49-2-106 and in compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, The Collierville Schools Board of Education is an entity authorized pursuant to the laws of the state of Tennessee to operate a public school district within Shelby County, Tennessee; and

WHEREAS, Tenn. Code Ann. § 49-2-203(a) (10) (A)(i) requires the Board Of Education of the Collierville Schools to direct the Superintendent and the chair of the local board to prepare a budget on forms furnished by the Commissioner, and when the budget has been approved by the Collierville Schools Board of Education to then submit that budget to the Collierville Board of Mayor and Aldermen for their approval; and

WHEREAS, this amendment to the Discretionary Grants Fund Budget changes the total amount of the budget, and requires the transfer of funds from one portion of the budget to another.

NOW, THEREFORE, be it resolved by the Collierville Schools Board of Education:

Section 1. That the annual Discretionary Grants Fund Budget of the 2024-2025 school year for the Collierville Schools as presented in official budget documents is hereby amended by reference in the following amounts with the following fund:

Funds Are Amended in the Following Categories:

(Please see attached documentation)

DISCRETIONARY GRANTS FUND REVENUE BUDGET:	\$ 1,131,430
Total Net Change in Discretionary Grants Fund Revenue Budget	<u>\$ 3,493,063</u>
Total Amended Discretionary Grants Fund Revenue Budget	\$ 2,361,633

Funds Are Amended In The Following Categories:

(Please see attached documentation)

DISCRETIONARY GRANTS FUND EXPENDITURE BUDGET:	\$ 1,131,430
Total Net Change in Discretionary Grants Fund Expenditure Budget	<u>\$ 3,493,063</u>
Total Amended Discretionary Grants Fund Expenditure Budget	\$ 2,361,633

Section 2. That the budget document required by law will be amended and submitted for approval to the Town of Collierville Board and Mayor of Aldermen, and, upon approval, shall be submitted as required to the State of Tennessee.

Section 3. That this resolution shall become effective June 24, 2025, from and after its adoption by the Collierville Schools Board of Education.

Adopted this 24th day of June 2025.

WRIGHT COX, CHAIRMAN

RUSSELL DYER, SUPERINTENDENT

APPROVED AS TO FORM:
MICHAEL MARSHALL, BOARD ATTORNEY

Collierville Schools
Discretionary Grants Revenue 2024-25
Final Amendment
6/9/2025

ACCOUNT	DESCRIPTION	Original	Final Amendment		
		2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
145-46515-00000-000-0000-8010	Voluntary Pre-K	189,452		4,601	184,851 B
145-46515-00000-000-0000-8015	State SPED Preschool	245,717	175,109		420,826 A
145-46590-00000-000-0000-8031	Public School Security Grant		233,531		233,531 A
145-44990-00000-000-0000-8036	America's Farmers Grow		978		978 C
145-46590-00000-000-0000-8042	Youth Risk Behavior Survey		600		600 C
145-44990-00000-000-0000-8043	DGH Donation-Greenhouse CMS		3,730		3,730 C
145-44990-00000-000-0000-8046	Family Resource Ctr/Race for the Ville		29,527		29,527 C
145-44990-00000-000-0000-8047	Donations-Auditorium Seats (CHS)		2,475		2,475 C
145-44990-00000-000-0000-8051	Battelle Donation-WCMS		1,043		1,043 C
145-44990-00000-000-0000-8052	Battelle Donation-Sycamore Elem		28,958		28,958 C
145-44990-00000-000-0000-8053	Dollar General Literacy Foundatiion		4,500		4,500 C
145-44990-00000-000-0000-8061	Battelle STEM-(TVA/BVI)		18,500		18,500 C
145-44990-00000-000-0000-8098	CPR Training		877		877 C
145-44990-00000-000-0000-8100	TV Studio-CHS		72,483		72,483 C
145-44990-00000-000-0000-8200	Athletic Fund		111,797		111,797 C
145-44990-00000-000-0000-8201	Mike O'Neill Memorial Fund		10,000		10,000 C
145-44990-00000-000-0000-8300	Sodexo Scholarship		20,513		20,513 C
145-44990-00000-000-0000-8320	Bryan Gatlin Memorial Scholarship		6,963		6,963 C
145-44990-00000-000-0000-8330	Garrett Helms Memorial Fund		21,270		21,270 C
145-44990-00000-000-0000-8350	Christopher Dufour Scholarship		4,276		4,276 C
145-44990-00000-000-0000-8361	Elem Stem/Collierville Chamber		975		975 C
145-44990-00000-000-0000-8370	Dragon Games		19,456		19,456 C
145-47590-00000-000-0000-8710	Summer Learning Camps	696,261	803,970		1,500,231 B
145-49800-00000-000-0000-8800	Operating Transfers		26,499		26,499 B
145-46790-00000-000-0000-9371	Innovative School Models		768,204		768,204 B
TOTAL DISCRETIONARY GRANTS REVENUE		1,131,430	2,366,234	4,601	3,493,063

Explanation of Adjustments:

- A TDOE Allocation Change/Carryover
- B TDOE Allocation Change

Collierville Schools
 Discretionary Grants Expenditures 2024-25
 Final Amendment
 6/9/2025

Voluntary Pre-K		Original	Final Amendment		
ACCOUNT	DESCRIPTION	2024-25	Add	Subtract	2024-25
		BUDGET			BUDGET
145-73400-11600-340-1000-8010	Teachers	118,307	21,693		140,000
145-73400-16300-340-1000-8010	Assistants	42,667	2,184		44,851
145-73400-20100-340-1000-8010	Social Security	10,848		10,848	-
145-73400-20400-340-1000-8010	State Retirement	13,358		13,358	-
145-73400-20600-340-1000-8010	Life Insurance				-
145-73400-21200-340-1000-8010	Medicare	2,537		2,537	-
145-73400-21700-340-1000-8010	Retirement-Hybrid Stabilization	1,735		1,735	-
Total Voluntary Pre-K Expenditures		189,452	23,877	28,478	184,851

State SPED Preschool		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-71200-11600-120-1000-8015	Teachers	30,000	101,500		131,500
145-71200-16300-120-1000-8015	Educational Assistants	70,037	14,963		85,000
145-71200-18900-120-1000-8015	Other Salaries & Wages		4,000		4,000
145-71200-20100-120-1000-8015	Social Security	6,226	7,956		14,182
145-71200-20400-120-1000-8015	State Retirement	9,039	7,277		16,316
145-71200-20600-120-1000-8015	Life Insurance	305	355		660
145-71200-20700-120-1000-8015	Medical Insurance	21,000	21,769		42,769
145-71200-21200-120-1000-8015	Medicare	1,457	1,823		3,280
145-71200-21700-120-1000-8015	Hybrid Stabilization		1,775		1,775
145-71200-31200-120-1000-8015	Contracts with Private Agencies	-	25,000		25,000
145-71200-42900-120-1000-8015	Instructional Supplies	45,000	19,526		64,526
145-71200-49900-120-1000-8015	Other Supplies & Materials	30,944		22,602	8,342
145-71200-72500-120-1000-8015	Special Ed Equipment	8,000		6,550	1,450
145-72220-52400-222-1000-8015	In-Service/Staff Development		11,722		11,722
145-72220-79000-222-1000-8015	Other Equipment	23,709		15,909	7,800
145-72710-31200-271-1000-8015	Contracts w/Private Agencies		2,504		2,504
Total State SPED Preschool Expenditures		245,717	220,170	45,061	420,826

Public School Security Grant		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72620-79000-262-1000-8031	Other Equipment		233,531		233,531
Total Public School Grant Expenditures		-	233,531	-	233,531

America's Farmers Grow		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72120-49900-212-1000-8036	Other Supplies & Materials		978		978
Total America's Farmers Grow Expenditures		-	978	-	978

Youth Risk Behavior

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72120-43500-212-1000-8099	Other Supplies & Materials		600		600
Total Youth Risk Behavior Expenditures		-	600	-	600

DGH Donations (Greenhouse CMS)

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72210-39900-221-1000-8043	Other Contracted Services		730		730
145-72210-79000-221-1000-8043	Other Equipment		3,000		3,000
Total DGH Donation Expenditures		-	3,730	-	3,730

Family Resource Center/Race for the Ville

		Original 2024-25 BUDGET	9000	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72120-39900-212-1000-8046	Other Contracted Services		9,000		9,000
145-72120-49900-221-1000-8046	Other Supplies & Materials		9,444		9,444
145-72120-52400-212-1000-8046	In-Service/Staff Development		4,258		4,258
145-72120-59900-212-1000-8046	Other Charges		6,825		6,825
Total Family Resource Center/Race for the Ville Expenditures		-	29,527	-	29,527

Battelle Donation-WCMS

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-71100-42900-110-0168-8051	Instructional Supplies & Materials		1,043		1,043
145-71100-72200-221-0168-8051	Reg Instruction Equipment		-		-
Total Battelle Donation-WCMS Expenditures		-	1,043	-	1,043

Battelle Donation-Sycamore Elem		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-71100-42900-110-0168-8052	Instructional Supplies & Materials		17,733		17,733
145-71100-72200-221-0183-8052	Reg Instruction Equipment		11,225		11,225
Total Battelle Donation-Sycamore Elem Expenditures		-	28,958	-	28,958

Dollar General Literacy Foundation		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72210-52400-212-1000-8053	In-Service/Staff Development		4,500		4,500
Total Dollar General Literacy Foundation Expenditures		-	4,500	-	4,500

Battelle STEM- (TVA/BVI)		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-71100-42900-110-1000-8061	Instructional Supplies & Materials		4,500		4,500
145-71100-59900-110-1000-8061	Other Charges		2,250		2,250
145-71100-72200-221-1000-8061	Reg Instruction Equipment		11,750		11,750
Total BattelleSTEM- (TVA/BVI) Expenditures		-	18,500	-	18,500

CPR Training		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72120-49900-212-1000-8098	Other Supplies & Materials		877		877
Total CPR Training Expenditures		-	877	-	877

TV Studio-CHS

		Original 2024-25 BUDGET			Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION		Add	Subtract	
145-71100-72200-228-0060-8100	Regular Instruction Equipment		44,483		44,483
145-72210-18900-228-0060-8100	Other Salaries & Wages		8,848		8,848
145-72210-20100-228-0060-8100	Social Security		558		558
145-72210-20400-228-0060-8100	Pensions		613		613
145-72210-21200-228-0060-8100	Employer Medicare		131		131
145-72210-30700-228-0060-8100	Communication		2,000		2,000
145-72210-39900-228-0060-8100	Other Contracted Services		8,850		8,850
145-72210-49900-228-0060-8100	Other Supplies & Materials		6,000		6,000
145-72210-52400-228-0060-8100	In-Service/Staff Development		1,000		1,000
Total TV Studio-CHS Expenditures		-	72,483	-	72,483

Athletic Fund

		Original 2024-25 BUDGET			Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION		Add	Subtract	
145-72810-39900-282-1000-8200	Other Contracted Services		40,950		40,950
145-72810-49900-282-1000-8200	Other Supplies & Materials		16,000		16,000
145-72810-59900-282-1000-8200	Other Charges		54,847		54,847
Total Athletic Fund Expenditures		-	111,797	-	111,797

Mike O'Neill Memorial Fund

		Original 2024-25 BUDGET			Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION		Add	Subtract	
145-72810-49900-282-1000-8201	Other Supplies & Materials		10,000		10,000
Total Mike O'Neill Memorial Fund Expenditures		-	10,000	-	10,000

Sodexo Scholarship		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72320-59900-232-1000-8300	Other Charges		20,513		20,513
Total Sodexo Scholarship Expenditures		-	20,513	-	20,513

Dragon Games		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72810-59900-282-1000-8370	Other Charges		19,456		19,456
Total Dragon Games Expenditures		-	19,456	-	19,456

Bryan Gatlin Memorial Scholarship		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72230-59900-223-1000-8320	Other Charges		6,963		6,963
Total Bryan Gatlin Memorial Scholarship Expenditures		-	6,963	-	6,963

Garrett Helms Memorial Fund		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72220-49900-222-1000-8330	Other Supplies & Materials		500		500
145-72220-52400-222-1000-8330	In-Service/Staff Development		20,770		20,770
Total Garrett Helms Memorial Scholarship Expenditures		-	21,270	-	21,270

Christopher Dufour Scholarship

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72810-59900-282-1000-8350	In-Service/Staff Development		4,276		4,276
Total Christopher Dufour Scholarship Expenditures		-	4,276	-	4,276

Donations-Auditorium Seats (CHS)

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72320-59900-232-1000-8047	Other Charges		2,475		2,475
Total Donations-Auditorium Seats (CHS) Expenditures		-	2,475	-	2,475

Elem STEM/Chamber Donation

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72130-59900-213-1000-8361	Other Supplies & Materials		975		975
Total Elem STEM/Chamber Donation Expenditures		-	975	-	975

Summer Learning Camps

		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-71100-11600-110-1000-8710	Teachers	320,940	233,144		554,084
145-71100-16300-110-1000-8710	Educational Assistants	73,440	63,745		137,185
145-71100-20100-110-1000-8710	Social Security	24,151	18,905		43,056
145-71100-20400-110-1000-8710	State Retirement	29,286	52,091		81,377
145-71100-21200-110-1000-8710	Employer Medicare	5,678	4,437		10,115
145-71100-21700-110-1000-8710	Hybrid Stabilization	4,040	3,146		7,186
145-71100-42900-110-1000-8710	Instructional Supplies & Materials	11,155	255,886		267,041
145-71100-49900-110-1000-8710	Other Supplies & Materials	65,290	4,792		70,082
145-71100-59900-110-1000-8710	Other Charges	5,000		1,200	3,800
145-72120-13100-212-1000-8710	Medical Personnel	3,644	7,026		10,670
145-72120-20100-212-1000-8710	Social Security	226	437		663

Summer Learning Camps (cont)

Summer Learning Camps (cont)		Original 2024-25 BUDGET	Add	Subtract	Final Amendment 2024-25 BUDGET
ACCOUNT	DESCRIPTION				
145-72120-20400-212-1000-8710	State Retirement	250	986		1,236
145-72120-21200-212-1000-8710	Employer Medicare	54	101		155
145-72120-21700-212-1000-8710	Hybrid Stabilization	50	73		123
145-72130-12300-213-1000-8710	Guidance Personnel	15,674	12,953		28,627
145-72130-18900-213-1000-8710	Other Salaries & Wages	10,725	10,780		21,505
145-72130-20100-213-1000-8710	Social Security	1,637	1,477		3,114
145-72130-20400-213-1000-8710	State Retirement	2,375	3,527		5,902
145-72130-21200-213-1000-8710	Employer Medicare	270	460		730
145-72130-21700-213-1000-8710	Hybrid Stabilization	413		56	357
145-72130-39900-213-1000-8710	Other Contracted Services	68,164	87,150		155,314
145-72210-10500-221-1000-8710	Directors/Supervisors	21,318	4,279		25,597
145-72210-18900-221-1000-8710	Other Salaries & Wages				-
145-72210-20100-221-1000-8710	Social Security	1,322	246		1,568
145-72210-20400-221-1000-8710	State Retirement	1,702	1,398		3,100
145-72210-21200-221-1000-8710	Employer Medicare	310	59		369
145-72210-21700-221-1000-8710	Hybrid Stabilization	290		90	200
145-72410-10400-251-1000-8710	Principals	5,130		2,318	2,812
145-72410-16200-251-1000-8710	Clerical		5,400		5,400
145-72410-20100-251-1000-8710	Social Security	319	193		512
145-72410-20400-251-1000-8710	State Retirement	542	397		939
145-72410-21200-251-1000-8710	Employer Medicare	75	47		122
145-72410-21700-251-1000-8710	Hybrid Stabilization	50	42		92
145-72610-32800-261-1000-8710	Janitorial Services	4,300	1,200		5,500
145-73100-10500-310-1000-8710	Supervisor/Director				-
145-73100-16500-310-1000-8710	Cafeteria Personnel	11,730	5,176		16,906
145-73100-20100-310-1000-8710	Social Security	730	324		1,054
145-73100-20400-310-1000-8710	State Retirement	1,240	641		1,881
145-73100-21200-310-1000-8710	Employer Medicare	170	75		245
145-73100-21700-310-1000-8710	Hybrid Stabilization	131	92		223
145-73100-42200-310-1000-8710	Food Supplies	4,440	26,949		31,389
Total Summer Learning Camps Expenditures		696,261	807,634	3,664	1,500,231

Response to Disproportionality-Operating Transfers

ACCOUNT	DESCRIPTION	Original 2024-25		Final Amendment 2024-25	
		BUDGET	Add	Subtract	BUDGET
145-72210-49920-222-1000-8800	Other Supplies & Materials		21,499		21,499
145-72210-52420-222-1000-8800	In-Service/Staff Development		5,000		5,000
Total Response to Disproportionality Expenditures		-	26,499	-	26,499

Innovative School Models

ACCOUNT	DESCRIPTION	Original 2024-25		Final Amendment 2024-25	
		BUDGET	Add	Subtract	BUDGET
145-71300-11600-130-1000-9371	Teachers		55,200		55,200
145-71300-20100-130-1000-9371	Social Security		3,417		3,417
145-71300-20400-130-1000-9371	State Retirement		3,506		3,506
145-71300-20600-130-1000-9371	Life Insurance		167		167
145-71300-20700-130-1000-9371	Medical Insurance		13,050		13,050
145-71300-21200-130-1000-9371	Employer Medicare		800		800
145-71300-42900-130-1000-9371	Instructional Supplies & Materials		31,000		31,000
145-71300-42903-130-1000-9371	Instructional Supplies & Mat (cons)		4,000		4,000
145-71300-49900-130-1000-9371	Other Supplies & Materials		45,000		45,000
145-71300-59900-130-1000-9371	Other Charges		348,703		348,703
145-71300-73000-130-1000-9371	Vocational Instruction Equipment		176,135		176,135
145-72130-12300-213-1000-9371	Guidance Counselor		56,704		56,704
145-72130-20100-213-1000-9371	Social Security		3,516		3,516
145-72130-20400-213-1000-9371	State Retirement		3,608		3,608
145-72130-20600-213-1000-9371	Life Insurance		174		174
145-72130-20700-213-1000-9371	Medical Insurance		5,400		5,400
145-72130-21200-213-1000-9371	Employer Medicare		824		824
145-72210-79000-221-1000-9371	Other Equipment		10,000		10,000
145-72230-52400-223-1000-9371	In-Service/Staff Development		4,000		4,000
145-72710-39900-221-1000-9371	Other Contracted Services		3,000		3,000
Total Innovative School Models		-	768,204	-	768,204

TOTAL DISCRETIONARY GRANTS EXPENDITURES

1,131,430

2,438,836

77,203

3,493,063

**COLLIERVILLE SCHOOLS BOARD OF EDUCATION
RESOLUTION 2025-12**

A RESOLUTION TO AMEND THE 2024-2025 FISCAL YEAR ANNUAL GENERAL FUND BUDGET OF THE COLLIERVILLE SCHOOLS, A MUNICIPAL SCHOOL DISTRICT IN THE STATE OF TENNESSEE; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Tennessee Legislature passed Public Chapter No. 256 of the 2013 Public Acts to amend Title 49 relative to local educational agencies, including Tenn. Code Ann. § 49-2-127(b), which authorizes the governing body of a municipality to establish, by ordinance, a municipal board of education and compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, the Collierville Schools were lawfully established by local ordinance pursuant to Tenn. Code Ann. § 49-2-106 and in compliance with Tenn. Code Ann. § 49-2-201; and

WHEREAS, the Collierville Schools Board of Education is an entity authorized pursuant to the laws of the state of Tennessee to operate a public school district within Shelby County, Tennessee; and

WHEREAS, Tenn. Code Ann. § 49-2-203(a) (10) (A)(i) requires the Board Of Education of the Collierville Schools to direct the Superintendent and the chair of the local board to prepare a budget on forms furnished by the Commissioner, and when the budget has been approved by the Collierville Schools Board of Education to then submit that budget to the Collierville Board of Mayor and Aldermen for their approval; and

WHEREAS, this amendment to the General Fund Budget changes the total amount of the budget and requires the transfer of funds from one portion of the budget to another.

NOW, THEREFORE, be it resolved by the Collierville Schools Board of Education:

Section 1. That the annual General Fund Budget of the 2024-2025 school year for the Collierville Schools as presented in official budget documents is hereby amended by reference in the following amounts with the following fund:

Funds Are Amended in the Following Categories:

(Please see attached documentation)

GENERAL FUND REVENUE BUDGET:	\$ 121,778,515
Total Net Change in General Fund Revenue Budget	<u>\$ 11,494,839</u>
Total Amended General Fund Revenue Budget	\$ 133,273,354

Funds Are Amended In The Following Categories:

(Please see attached documentation)

GENERAL FUND EXPENDITURE BUDGET:	\$ 121,778,515
Total Net Change in General Fund Expenditure Budget	<u>\$ 11,494,839</u>
Total Amended General Fund Expenditure Budget	\$ 133,273,354

Section 2. That the budget document required by law will be amended and submitted for approval to the Town of Collierville Board and Mayor of Aldermen, and, upon approval, shall be submitted as required to the State of Tennessee.

Section 3. That this resolution shall become effective June 24, 2025, from and after its adoption by the Collierville Schools Board of Education.

Adopted this 24th day of June 2025.

WRIGHT COX, CHAIRMAN

DR. RUSSELL DYER, SUPERINTENDENT

APPROVED AS TO FORM:
MICHAEL MARSHALL, BOARD ATTORNEY

Collierville Schools
 General Fund Revenue 2024-25
 Amendment #3
 Prepared 6/17/25

Function	Description	Budget	Add	Subtract	Amendment #3
					Budget
40110	Current Property Tax	23,520,000			23,520,000
40120	Trustee's Collections - PY	410,000			410,000
40130	Clerk & Master - Circuit Court PY	150,000			150,000
40150	Pickup Taxes	1,715,161			1,715,161
40162	Payments in Lieu of Taxes - Local Utilities	248,235			248,235
40163	Payments in Lieu of Taxes - Other	282,831			282,831
40210	Local Option Sales Tax	15,800,000			15,800,000
40240	Wheel Tax	2,000,105			2,000,105
40270	Business Tax	3,300			3,300
40275	Mixed Drink Tax	289,000			289,000
40390	Municipal Tax	2,582,675			2,582,675
43513	Tuition - Summer School	20,000			20,000
43515	Tuition - Other State Systems	150,750			150,750
43990	Other Charges for Services	500,000			500,000
43991	Other Charges for Svcs - Shared Svcs	515,000			515,000
44110	Interest Income	440,038			440,038
44120	Lease/Rentals	20,000			20,000
44160	Medicaid Reimbursements	0	9,000		9,000
44170	Miscellaneous Refunds	850,000			850,000
44171	Tech Replacement Fees	7,000			7,000
44172	Substitute Reimbursement	40,000	20,000		60,000
44174	Device Fees	300,000			300,000
44177	CHS Band Boosters	25,000			25,000
44178	CHS Pom Boosters	13,200			13,200
44179	Collierville Dragon Dancers Boosters	13,200			13,200
44180	CHS Cheer Boosters	6,930	6,000		12,930
44181	CHS Boys Soccer Boosters	6,250	1,000		7,250
44182	CHS Volleyball Boosters	5,500	2,200		7,700
44183	CHS Trap Team Boosters	2,400	2,300		4,700
44184	CHS Cross Country Boosters	2,000	1,000		3,000
44185	CMS Band Boosters	2,400			2,400
44186	CHS Baseball Boosters	29,150			29,150
44187	CHS Softball Boosters	5,000	750		5,750
44188	CHS Girls Soccer Boosters	7,000	1,200		8,200
44189	CHS Theatre Boosters	6,500	5,200		11,700
44190	CMS Cheer Boosters	5,250	5,000		10,250
44192	CHS Girls Lacrosse Boosters	700			700
44193	CHS Basketball Boosters	11,000			11,000
44194	CHS Speech & Debate Boosters	1,000	2,500		3,500
44195	Athletic Account - Summer Camp	100,000			100,000
44196	CHS Football Boosters	32,085	30,000		62,085
44197	CHS Boys Wrestling Boosters	0	3,000		3,000
44198	WCMS Cheer Boosters	0	10,000		10,000

Function	Description				Amendment #3
		Budget	Add	Subtract	Budget
44199	WCMS Orchestra Boosters	0	2,000		2,000
44201	CHS Swimming	0	1,000		1,000
44202	WCMS Band Boosters	0	4,000		4,000
44203	CHS Robotics Boosters	0	20,000		20,000
44204	CHS Choir Boosters	0	1,200		1,200
44205	CHS Girls Basketball Boosters	0	6,000		6,000
44206	CHS Girls Wrestling Boosters	0	1,500		1,500
44520	Insurance Recovery	10,000	40,000		50,000
44530	Sale of Equipment	1,100,000			1,100,000
44560	Damages Recovered from Individuals	1,000	40,000		41,000
44990	Other Local Revenue	2,000			2,000
44991	Dragon Games Donations	4,000			4,000
46510	TN Investment in Student Achievement	62,793,827			62,793,827
46513	TISA On Behalf Payments	260,653			260,653
46590		0	1,000,000		1,000,000
46610	Career Ladder Program	76,000			76,000
46990	Other State Revenue	0	415,000		415,000
47143	Special Ed - Grants to States	5,000			5,000
49800	Transfers In	2,670,000			2,670,000
49900	Reserves	4,737,375	12,071,606	2,206,617	14,602,364
	Total Revenue	121,778,515	13,701,456	2,206,617	133,273,354

School	Club Name	Purpose	Sponsor	Meeting Times
CES	Digital Dragons Robotics Club	Academic club focused on problem solving, interviewing skills and design process, creation of a robot to compete in VEX robotics and creation of an engineering notebook	Tracy Wolfe	Before and after school
CES	Girls with Pearls, Guys with Ties	to empower 4th and 5th grade students to grow in leadership, build strong character, develop responsibility and social awareness	Lanora Eubanks	Monthly before school
CES	Environmental Club	To inspire and empower students to care for the planet by promoting recycling and helping to beautify our school grounds	Heather Campbell	bi-monthly
CES	Care Club	To educate and inspire students about the importance of animal welfare and responsible pet ownership.	Angela Gerring	once per month
CES	Best Buddies Club	To create an inclusive school environment where all students, regardless of ability, are valued, accepted and connected.	Elizabeth Whitby	2x per month before school
SFES	Stallion Steel Drum Band	to develop students musical skills, promote teamwork, and discipline through ensemble performance, celebrate cultural diversity through the steel drum tradition and enrich our community	Elizabeth Plenk	2x per week before school
SFES	Stallion Choir	4/5th grade students singing club engaging in various folk seasonal, multicultural and patriotic songs and performances throughout the year	Chris Cardona	Tuesday mornings
SFES	Stallion Folk. Dance	4/5th grade students dancing to various folk, seasonal and cultural dances throughout the year	Chris Cardona	Thursday mornings
SFES	Pickleball Club	learn the game of pickleball through drills and gameplay	Duston Duncan	1x per week in the mornings
SFES	Stallion Mane Media	to work together as a team to creatively capture and share the special moments, events and stories of our school through writing, photography and design (newspaper and yearbook production)	Lauren Krapels/ Macy McCallum	weekly after school
CWES	Crosswind Cheer Team	to promote school spirit, support the girls and boys basketball teams and build teamwork and confidence in students through cheerleading activities and leadership opportunities	Kristie Murin	After school during basketball season
CWES	Fiber Arts Club	to introduce new techniques such as weaving, knitting, crocheting with natural fibers such as yarn, fabric and string	Sarah Long	Wednesday mornings
CWES	Principal's Advisory Group	to empower 5th grade students to have a voice in school decisions, promote leadership, and foster a spirit of collaboration between students and school leadership.	Kristie Murin	lunch time once per quarter
SYC	Children's Theater	to provide second graders with a fun and creative outlet for self-expression while developing their communication, collaboration and confidence through theatrical activities	Amika Aponte	Tuesday mornings

SYC	Literacy Lions Book Club	explore reading books of different topics, analyzing their story elements and incorporating activities that highlight the storyline of those books	Sharon Gray	Friday mornings
SYC	Bible Club	To help individuals deepen their understanding of the Bible, strengthen their faith and equip them as future leaders in their churches and communities.	Tauny Emory	After school weekly
SYC	Perennial Math Club	to provide rigorous mathematical problem-solving opportunities and the club will participate in the area-wide Perennial Math tournament to showcase skills	Adam Poole	Before school weekly
CHS	American Cancer Society	This organization will have as its purpose, to engage students in supporting the American Cancer Society's mission of eliminating cancer as directly approved by the school principal and the school board of Collierville Schools	Carter Burgess	B club days
CHS	Astronomy Club	Encourage interest in space and astronomy, provide a beginning-friendly environment for learning and discussion and build community through activities associated.	Katina Stalon	Club Days
CHS	Cards for Hospitalized Kids	To create positive and uplifting messages for children nationwide and earn service hours with the time committed.	Chris Wages	Club Days
CHS	Changemakers	engage in local and global events, such as food drives and environmental cleanups, sparking conversation and proactive means to help	Michelle Ragle	Club Days
CHS	Chemistry Olympiad	to foster academic excellence in chemistry and prepare students for regional and national Chemistry Olympiad competitions.	Clare Bowman	Wednesday after school
CHS	Crafting Club	Making crafts seasonally for kids, servicemen, elderly, and parents	Stephanie Gonzalez	A club meetings
CHS	Eureka Art-Lab Club	An Art club that integrates core principles of STEM with a goal of inspiring thinkers to see the physical beauties of the sciences and help support environmental change	Larissa McCoy	A club days
CHS	F1 Fever Club	The Formula One Club Team aims at establishing an active F1 fan base community through networking and information sharing regarding the sport. It organizes events to celebrate the races and support the teams while fostering diversity and charity initiatives. The club also provides networking for those interested in a career in motorsports, improving the overall fan experience	Gareth Monro	Wednesdays after school
CHS	GEMS (Girls Empowered and Mentored for Success)	The purpose of the G.E.M.S is to provide a supportive environment for girls to develop self-esteem, leadership skills, academic and career readiness, and life skills through mentorship, positive role modeling, and community involvement.	Sherzard McEwen-Ashford	Club Days

CHS	Lets Lego	To provide a structured yet playful setting where participants can explore their interested, express themselves and connect with peers who whare similar interests	Katina Slaton	After school once per month
CHS	Lex Societas	Lex Societas is a global youth-led law honor society dedicated to inspiring an interest in the field of law for high school students. We firmly believe in empowering youth with a passion for law and a thirst for justice. Lex Societas draws students from across the world with the same enthusiasm for law together, and by providing a forum for advocacy, initiative, scholarship, and academic excellence, we hope to foster the development of the next lawyers, scholars, and leaders.	Joshua Jacobs	After school meetings once per month
CHS	Military Career Exploration Club	To provide information and increase interest in opportunities and careers provided through the US Military system	Gwen Haynes	Club Days
CHS	Multilingual Student Exchange Club	a mutually beneficial relationship based club for both native and non-native English speakers to provide a resouce to navigate high school and provide support	Marcella Streetman	Club Days
CHS	Odyssey of the Mind	Odyssey of the Mind (OM™) teaches students how to develop and use their natural creativity to become problem-solvers. Imagine being faced with a problem that requires an original solution. It can be frightening. Now imagine not being afraid to solve that problem – that is what OM members learn. Teams will compete at the local, regional and national level	Angela Lopez	club days
CHS	Little Lifelines (Pediatric Health Club)	Promote pediatic health through education and community involvement.	Olivia Bullock	club days
CHS	Pickleball Club	to unite a group of avid pickleball players and create a forum for them to play against each other	Brian Loeffler	Club Days
CHS	Pre-Vet Club	to gain insight into the field of veterinary science, career opportunities and post secondary school	Gene Robinson	Club Days
CHS	Psi Alpha International (Psych Natl Honor Society)	To provide a forum for developing one's perspective about psychology and for building a sense of community and identity with others in the field.	Ann Newhouse	Club Days
CHS	Science National Honor Society	To encourage scientific thinking and engagement by advancing students' knowledge of science, increasing communication between students and the scientific community and aiding the public with its comprehension of science and the scientific process through student-led programming.	Beth Hines	Club Days
CHS	Sports Card and Memorabilia Club	To learn about, share, and evaluate sports cards and collections	Jeff Bourdon, Clift Mann and Ken Mear	Club Days

CHS	The Cribbage Club of Collierville High School	To give the members the opportunity to hone their Cribbage skills and teach those who are interested in learning the game	Jennifer Harrants	Club Days
CHS	Crown Club	Shall be to foster interest among its members in the social, economical, educational, civic, and cultural conditions about them; to develop leadership and character; to prepare for good citizenship; and to demonstrate the act of caring for others under the direction of Junior Auxiliary Collierville	Emilee DeYoung	After school 2x per month
CHS	YoungLife	non-denominational Christian ministry that reaches out to adolescents and college students by introducing them to Christ and helping them to grow in their faith	Steven Reeder	After school 2x per month
CMS	Dragons + Club	To help foster a positive learning environment for students by incentivizing positive behaviors and recognizing students who go above and beyond throughout the school year	Brett Heinrich	Before and After School
CMS	CLEP Club	To support students that are committed to completing coursework through the Modern States Platform and sit for the corresponding CLEP test (Natural Science, United States History I).	Maria Gitter	Monthly meetings befoer and after school
CMS	Black History Programmers Club	Students will begin planning and coordinating ideas and aspects of the Black History Month Events and program for the school	Shantel Pettigrew	2x per month
CMS	Yearbook Club	Students will have an opportunity to help create the yearbook, take photos for submissions, pick themes, etc	Hanna Hopper	2x per month

Collierville Schools

Required Charges / Requested Fees / Activity Costs

2025 - 26 School Year

REQUIRED CHARGES			
School	Charge	Purpose	Notes
All	varies	Property Fines	Fines for replacement/repair of lost, damaged, or destroyed school or district property
All	varies	Library Fines	Fines for overdue, damaged, or lost library books/materials
Collierville High	\$50.00	Annual Parking Pass	Required for on-campus student parking privileges during the school day
Collierville High	\$105.00	AP Exam Fee	Required charge for each Advanced Placement course taken during the school year
Collierville High	\$50.00	Summer School	Required charge for each course taken during the summer months
Collierville High	\$20.00	PSAT Exam Fee	Required charge per student for taking the PSAT
Collierville High	\$130.00	Graduation Ceremony	Cap, gown, diploma cover, facility rental, security
Collierville High	\$3.00	Transcript Request	Required charge per request for transmission/ mailing of a student's academic transcript
West Collierville Middle	\$25.00	8th Grade Celebration Fee	Dance ticket, picnic lunch, treats, theme week activity items
REQUESTED FEES - Fees for a class/course taken for a grade or academic credit			
School	Charge	Purpose	Notes
All	varies	Field Trips	Admission and transportation costs for academic field trips taken during the regular school day
All Elementary Schools	\$25.00	School Instructional Fee	Consumable materials and supplies used by students to supplement the district's curriculum
All Elementary Schools	\$30.00	iPad Device Fee	Provides AppleCare protection against loss of, or damage to, the student's device (not accessories) If not paid, parent/guardian will be assessed the full cost of any repair/replacement
All Middle Schools	\$25.00	Per Class Instructional Fee	Consumable materials and supplies used by students to supplement the district's curriculum
All Middle Schools	\$30.00	iPad Device Fee	Provides AppleCare protection against loss of, or damage to, the student's device (not accessories) If not paid, parent/guardian will be assessed the full cost of any repair/replacement
All Middle Schools	\$125.00	Band Fee	Contest transportation, entry fees, membership fees, supplies, and other related expenses
All Middle Schools	\$80.00	Band Uniform Fee	One-time fee for uniform performance/competition attire
All Middle Schools	\$30.00	Choir Fee	Supplies, membership fee
All Middle Schools	\$75.00	Honor Choir Fee	Supplies, membership fee
All Middle Schools	\$100.00	Orchestra Fee (Grade 6)	Contest transportation, entry fees, membership fees, supplies, and other related expenses
All Middle Schools	\$125.00	Orchestra Fee (Grades 7-8)	Contest transportation, entry fees, membership fees, supplies, and other related expenses
All Middle Schools	\$80.00	Orchestra Uniform Fee	One-time fee for uniform performance/competition attire
All Middle Schools	\$25.00	STEM Fee	Lab fees, supplies
Collierville High	\$60.00	Laptop Device Fee	Provides AppleCare protection against loss of, or damage to, the student's device (not accessories) If not paid, parent/guardian will be assessed the full cost of any repair/replacement
Collierville High	varies	Dual Enrollment	Fee charged per dual enrollment class based on University of Memphis guidelines
Collierville High	\$100.00	Art	Art supplies
Collierville High	\$175.00	Band (Varsity)	Equipment, travel, music, supplemental instruction, general instrument maintenance
Collierville High	\$75.00	Band Instrument Rental	Instrument care and maintenance

Collierville High	\$75.00	Indoor Color Guard/Winds/Percussion	Performance fees, show design, music, costumes, props
Collierville High	\$100.00	Orchestra	Transportation, music, part-time instructors, instrument repair, field trip substitutes
Collierville High	\$75.00	Orchestra Instrument Rental	Instrument care and maintenance
Collierville High	\$100.00	Chorus	Printed music, rehearsal folder, choral festival fees, transportation, t-shirt
Collierville High	\$65.00	Chorus Uniform Fee	One-time purchase of performance attire
Collierville High	\$80.00	AP Foreign Language	Class supplies, materials, test prep workbook
Collierville High	\$50.00	Non-AP Foreign Language	Class supplies, materials, national exam fee
Collierville High	\$10.00	Science	Per-course fee for class project supplies
Collierville High	\$15.00	Anatomy and Physiology	National/International assessment fee
Collierville High	\$10.00	Math	Per-course fee for class project supplies
Collierville High	\$75.00	Band Instrument Rental	Instrument care and maintenance
Collierville High	\$20.00	AP English Language and Composition	Consumable textbook
Collierville High	\$35.00	AP Social Studies	Per-course fee for workbook, novels, and/or review guide
Collierville High	\$30.00	Agriculture	Class supplies
Collierville High	\$100.00	Audio/Visual Production	Equipment, certification, uniform, consumables
Collierville High	\$10.00	Computer Science	Access to iDoodle platform
Collierville High	\$10.00	Cybersecurity	Access to CyberCrime Game platform
Collierville High	\$10.00	Nutrition	Class and lab supplies
Collierville High	\$5.00	Teaching as a Profession	Projects and class supplies
Collierville High	\$35.00	STEM	Projects and class supplies
Collierville High	\$50.00	CNA	Certification costs, supply replacements, consumables
Collierville High	\$20.00	Health Science	Lab supplies
Collierville High	\$15.00	Diagnostic Medicine	Lab supplies
Collierville High	\$20.00	Medical Therapeutics	Lab supplies
Collierville High	\$25.00	Rehabilitative Careers	Lab fees
Collierville High	\$35.00	Automotive	Class supplies, lab fees
Collierville High	\$100.00	Culinary Arts	Class fees, certification, lab fees

ACTIVITY COSTS - Maximum required costs to participate in an activity outside the regular school day that is not part of a class/course taken for a grade or academic credit

School	Charge	Purpose	Notes
Bailey Station Elementary	\$40.00	Bear Chorus	Equipment, materials, and instructional coaching
Bailey Station Elementary	\$40.00	Cub Chorus	Equipment, materials, and instructional coaching
Bailey Station Elementary	\$40.00	Percussion	Supplies and equipment
Bailey Station Elementary	\$25.00	Jr. Beta Club	National membership and certificate
Bailey Station Elementary	\$200.00	Robotics	Team registrations, supplies, and coaching fees
Bailey Station Elementary	\$15.00	Run Club	T-shirt, tokens, chains, medals/awards, software subscription, slap bands with QR codes
Bailey Station Elementary	\$100.00	Cross Country	Uniform, team entry fees
Bailey Station Elementary	\$100.00	Basketball	Uniform, team entry fees, referees, equipment
Collierville Elementary	\$200.00	Robotics	Team registrations, supplies, and coaching fees
Collierville Elementary	\$100.00	Cross Country	Uniform, team entry fees
Collierville Elementary	\$100.00	Basketball	Uniform, team entry fees, referees, equipment

Crosswind Elementary	\$15.00	Art Club	Consumable materials
Crosswind Elementary	\$20.00	Jr. Beta Club	National membership, certificate, pin, induction ceremony costs
Crosswind Elementary	\$15.00	Fiber Arts Club	Consumables for knitting, weaving, crocheting, sewing
Crosswind Elementary	\$20.00	Principal Advisory Group	Snacks, t-shirt
Crosswind Elementary	\$100.00	Jr. Beta Club	National membership, certificate, pin, induction ceremony costs
Crosswind Elementary	\$15.00	Fiber Arts Club	Consumables for knitting, weaving, crocheting, sewing
Crosswind Elementary	\$100.00	Cross Country	Uniform, team entry fees
Crosswind Elementary	\$100.00	Basketball	Uniform, team entry fees, referees, equipment
Crosswind Elementary	\$20.00	Roots and Shoots	Plants and gardening supplies
Crosswind Elementary	\$200.00	Robotics	Team registrations, supplies, t-shirt
Crosswind Elementary	\$60.00	Drama	Scripts, costumes, set materials
Crosswind Elementary	\$30.00	Choir (Grades 3-5)	Music, performance t-shirt
Crosswind Elementary	\$30.00	Eaglet Choir (Grades K-2)	Music, snacks, t-shirt
Crosswind Elementary	\$15.00	SGA	T-shirt
Crosswind Elementary	\$50.00	Cheer Club	T-shirt, pom poms, poster supplies
Crosswind Elementary	\$20.00	Morning Announcement Team	T-shirt, props, supplies
Crosswind Elementary	\$25.00	Perennial Math Team	Online competitions
Crosswind Elementary	\$70.00	Club Invention	Consumable materials for science experiments
Crosswind Elementary	\$150.00	Chess Club	Outside coaching fees
Schilling Farms Elementary	\$300.00	Robotics	Team competition registration, travel, t-shirt, supplies
Schilling Farms Elementary	\$200.00	Steel Drums	Drum tuning, upkeep, parade décor, t-shirt
Schilling Farms Elementary	\$100.00	Basketball	Uniform, team entry fees, referees, equipment
Schilling Farms Elementary	\$100.00	Cross Country	Uniform, team entry fees, medals
Schilling Farms Elementary	\$25.00	Pickleball	T-shirt, balls, paddles
Schilling Farms Elementary	\$20.00	Jr. Beta Club	National membership, certificate, medals
Sycamore Elementary	\$150.00	Robotics	Team competition registration, t-shirt, supplies
Sycamore Elementary	\$20.00	Art Club	Sketchbook, watercolor set, palette, colored pencils, sharpie, ink/tie-dye
Sycamore Elementary	\$35.00	Chorus	Embroidered polo shirt, digital music, directors' stipends
Sycamore Elementary	\$25.00	Robo Cubs	T-shirt, supplies
Sycamore Elementary	\$10.00	Garden Club	Gardening supplies
Sycamore Elementary	\$25.00	Children's Theater	T-shirt, props, costumes, set materials
Sycamore Elementary	\$15.00	Perennial Math	Competition registration
Sycamore Elementary	\$100.00	Cross Country	Uniform, team entry fees
Sycamore Elementary	\$100.00	Basketball	Uniform, team entry fees, referees, equipment
Tara Oaks Elementary	\$200.00	Robotics	Team competition registration, t-shirt, supplies
Tara Oaks Elementary	\$25.00	Art Club	Art supplies, t-shirt
Tara Oaks Elementary	\$35.00	Tiger Tones	Polo shirt, sheet music, costumes, props, field trips
Tara Oaks Elementary	\$15.00	Run Club	T-shirt, end-of-year celebration
Tara Oaks Elementary	\$25.00	AgriSTEM	T-shirt, garden supplies
Tara Oaks Elementary	\$20.00	Student Leadership	T-shirt, leadership project
Tara Oaks Elementary	\$35.00	Guitar Club	T-shirt, guitar tuner, sheet music, string, field trips

Tara Oaks Elementary	\$25.00	Spanish Club	T-shirt, curriculum worksheets, binder
Tara Oaks Elementary	\$100.00	Cross Country	Uniform, team entry fees
Tara Oaks Elementary	\$100.00	Basketball	Uniform, team entry fees, referees, equipment
All Middle Schools	\$125.00	Per Athletic Team w/SSO	Uniform, equipment, game schedule, administrative programming and support
All Middle Schools	\$40.00	Per Club not listed below	T-shirt, equipment, registration fees, travel, materials, supplies
All Middle Schools	\$400.00	Baseball	Uniforms, practice equipment, game balls, safety equipment, officials, entry fees, coaching, awards
All Middle Schools	\$200.00	Bowling	Lane rental, jerseys
All Middle Schools	\$400.00	Basketball	Uniforms, practice equipment, game balls, safety equipment, officials, entry fees, coaching, awards
All Middle Schools	\$225.00	Cross Country	Uniforms, practice equipment, event entry fees, coaching stipends, team awards
All Middle Schools	\$300.00	Golf	Uniforms, practice equipment, game balls, safety equipment, officials, entry fees, coaching, awards
All Middle Schools	\$800.00	Non-Competitive Cheer/Dance/Pom	Uniforms, coaching stipends, team awards
All Middle Schools	\$200.00	Robotics	Materials, event registration fees, competition travel expenses
All Middle Schools	\$300.00	Soccer	Uniforms, practice equipment, game balls, safety equipment, officials, entry fees, coaching, awards
All Middle Schools	\$300.00	Softball	Uniforms, practice equipment, game balls, safety equipment, officials, entry fees, coaching, awards
All Middle Schools	\$225.00	Track & Field	Uniforms, practice equipment, safety equipment, officials, entry fees, coaching, awards
All Middle Schools	\$300.00	Volleyball	Uniforms, practice equipment, game balls, safety equipment, officials, entry fees, coaching, awards
Collierville Middle	\$60.00	Jr. Beta Club	Membership, t-shirt, induction ceremony costs
Collierville High	\$125.00	Per Athletic Team w/SSO	Uniform, equipment, game schedule, administrative programming and support
Collierville High	\$40.00	Per Club not listed below	T-shirts, equipment, registration fees, travel, materials, supplies
Collierville High	\$150.00	Bowling	Uniforms, lane rentals, event entry fees, awards
Collierville High	\$400.00	Mountain Biking	Clothing, uniforms, coaching, travel
Collierville High	\$500.00	Track & Field	Equipment, entry fees, awards, coaching, travel
Collierville High	\$600.00	Girls Wrestling	Uniforms, equipment, entry fees, awards, travel
Collierville High	\$450.00	Girls Flag Football	Uniforms, equipment, entry fees, awards, travel
Collierville High	\$350.00	Water Polo	Uniforms, pool rental, event fees, awards, coaching
Collierville High	\$680.00	Non-Competitive Cheer (New Member)	Uniforms, coaching
Collierville High	\$40.00	Non-Competitive Cheer (Returning Member)	Coaching

Mosyle Corporation
PO Box 2317
Winter Park FL 32790



Invoice

BILL TO

Marjorie Kagoo
Collierville School District
145 W. Poplar Ave.,

INVOICE # 2597379
DATE 05/06/2025
DUE DATE 05/21/2025
TERMS Net 15

ACTIVITY	QTY.	RATE	AMOUNT
Mosyle OneK12 License Fee Subscription duration: 08/02/2025 through 08/01/2026	16,000	US\$ 9.00	US\$ 144,000.00
		Balance Due	US\$ 144,000.00

Customer's account: Collierville School District
Situation: Pending payment

MAKE ALL CHECKS PAYABLE TO:
Mosyle Corporation
PO Box 2317 Winter Park FL 32790

Invoice processed on May 06, 2025 9:03AM EST.

25/26 Differentiated Pay

SCHOOL PLC LEADS

	\$500	
WCMS		10
CMS		10
	\$750	
TOES		11
CES		11
SYC		11
BSE		11
CWES		11
SFES		11
	\$1,000	
CHS		13
		99

Teacher Leaders:

Webmasters	\$500	
One per school		9

CTSO Teachers Stipends	\$500	
TV/Broadcasting		2
DECA		2
SKILLS USA		2
FBLA		2
TSA		2
FFA		2
FCCLA		2
HOSA		2

STEM Lead	\$1,000	1
Fine Arts Lead	\$1,000	1
Library Lead	\$1,000	1
ESL Lead	\$1,000	1
Gifted Lead	\$1,000	1
PE Lead	\$1,000	2

Instructional Coaches	\$2,000	4
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ECUS	\$1,000	28
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SUBS	\$125	15
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6Sci, 7Sci, 8Sci, SS, 6ELA, 6 Math, 7ELA, 7Math, 8ELA, 8Math	\$5,000
6Sci, 7Sci, 8Sci, SS, 6ELA, 6 Math, 7ELA, 7Math, 8ELA, 8Math	\$5,000
K,1, 2ELA,2Math,3ELA,3Math,4ELA,4Math,5ELA,5 Math) Science	\$8,250
K,1, 2ELA,2Math,3ELA,3Math,4ELA,4Math,5ELA,5 Math) Science	\$8,250
K,1, 2ELA,2Math,3ELA,3Math,4ELA,4Math,5ELA,5 Math) Science	\$8,250
K,1, 2ELA,2Math,3ELA,3Math,4ELA,4Math,5ELA,5 Math) Science	\$8,250
K,1, 2ELA,2Math,3ELA,3Math,4ELA,4Math,5ELA,5 Math) Science	\$8,250
K,1, 2ELA,2Math,3ELA,3Math,4ELA,4Math,5ELA,5 Math) Science	\$8,250
(Dept. Chairs: 4Math (Alg1, Alg2, Geom, Higher math, 3ELA (Eng1, Eng2, Higher ELA), SS, SCI, FineArts, SPED, ForLang, CTE)	\$13,000
One Webmaster per school	4500
	1000
	1000
	1000
	1000
	1000
	1000
	1000
	1000
	1000
	\$1,000
	\$1,000
	\$1,000
	\$1,000
	\$1,000
One Elementary, One Secondary	\$2,000
ELA: (CMS, WEST) MATH: (CMS, WEST)	2000
3 for each Elementary, 3 for each Middle, 4 for HS	\$28,000
15 PLC leads, 3 days release time (HS all, SS for MS only)	\$5,625



\$ 72,500.00

\$ 4,500.00

\$ 8,000.00

\$ 7,000.00

\$ 8,000.00

\$ 28,000.00

\$ 5,625.00

\$

133,625.00

Policy Updates

1.1021	Student Board Representative (NEW)
1.407	School District Records
1.901	Charter School Applications
1.903	Charter School Oversight
1.905	Charter School Renewal
1.906	Charter School Revocation
2.403	Surplus Property Sales
3.202	Emergency Operations Plan
3.204	Threat Assessment Team
4.100	Instructional Goals
4.212	Virtual Education Program
4.301	Interscholastic Athletics
4.403	Library Materials
4.406	Use of the Internet
4.213	Family Life Education
4.214	Use of Artificial Intelligence Programs
4.300	Extracurricular Activities
4.301	Interscholastic Athletics
4.601	Reporting Student Progress
5.100	Personnel Goals
5.119	Employment of Retirees
5.305	Family and Medical Leave
5.500	Discrimination/Harassment of Employees
5.701	Substitute Teachers
6.200	Attendance
6.303	Questioning Students and Searches
6.304	Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation
6.312	Use of Personal Communication Devices and Electronic Devices
6.411	Student Wellness
6.600	Student Records

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Student Board Representative	Descriptor Code: 1.1021	Issued Date: 06/24/25
		Rescinds:	Issued:

1

2 *General*

3 The Board authorizes the participation of a student representative to the Board.¹ If the Board chooses
4 to appoint a Student Board Representative, he/she shall serve in an advisory, nonvoting role only. The
5 Student Board Representative's term shall serve a one-year term, beginning on July 1 and ending on
6 June 30, and he/she shall serve without compensation.

7 **SELECTION**

8 If the Board elects annually at its March business meeting to appoint a Student Board Representative
9 for the coming academic year, the Collierville High School principal shall select him/her through a
10 transparent application process. The Student Board Representative shall be a current Collierville High
11 School student in good academic and disciplinary standing who is entering his/her junior year. In order
12 to promote a diversity of perspectives and opinions, the Student Board Representative may not be the
13 child or grandchild of a current Board member.

14 **ATTENDANCE AT BOARD MEETINGS**

15 The Student Board Representative is expected to attend Board meetings. The student will fully
16 contribute his/her unique perspective and opinions.

17 The Student Board Representative shall not participate in the following:

- 18 1. Student discipline hearing appeals;
 - 19 2. Teacher disciplinary matters;
 - 20 3. Meetings with legal counsel; or
 - 21 4. Confidential school safety plan meetings.
- 22
23
24
25

Legal References

- 26 1. Public Acts of 2025, Chapter No. 359

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: School District Records	Descriptor Code: 1.407	Issued Date: 06/24/25
		Rescinds: 1.407	Issued: 12/10/24 06/23/20 07/12/16

1

2 *General*

3 The Director of Schools (or designee) shall maintain all school district records required by law,
4 regulation and board policy. Any citizen of Tennessee shall be permitted during business
5 hours to inspect public records maintained by the school district unless otherwise prohibited
6 by law. Any citizen of Tennessee may request in writing and receive copies of open public
7 records subject to the payment of reasonable cost.^{1,2,3,4}

8 No records pertaining to individual students will be released for inspection by the public or
9 any unauthorized persons. In addition, information, records, and plans related to security and
10 safety will not be released for public inspection.⁵

11 All requests to inspect or receive copies of records shall be submitted to the Assistant
12 Superintendent, who is designated as the District's public records request coordinator and
13 records custodian.⁶

14 Prior to producing any record, the records custodian shall ensure confidential information is
15 redacted. Original documents remain intact and confidential information in copies produced
16 for a requestor shall be redacted. The Director of Schools shall develop a procedure to redact
17 confidential information.

18 **REQUESTS FOR INSPECTION²**

19 Citizens requesting to inspect public records shall submit their request and a government
20 issued photo identification card with the citizen's address to the district's public records
21 request coordinator during normal business hours. Requests may be made **only** in person, in
22 writing, or by electronic mail. The coordinator shall submit the information to the appropriate
23 records custodian. The records custodian will contact the citizen and indicate when the
24 records will be available to inspect.

25 If the records cannot be made available within seven (7) business days, the records
26 custodian shall provide a records production letter indicating the time needed to complete the
27 request.

28 If the request to inspect is denied, the records custodian shall provide the citizen with a
29 records request denial letter indicating the basis for the denial.

30 **REQUESTS FOR COPIES²**

1 Citizens requesting copies of public records shall complete and submit the Records Request
2 Form and a government issued photo identification card with the citizen's address to the
3 district's public records request coordinator during normal business hours. The coordinator
4 shall submit the Records Request Form to the appropriate records custodian.
5 The records custodian shall provide an estimate of the reasonable costs to produce the
6 requested records. The Tennessee Comptroller of the Treasury, Office of Open Records
7 Counsel Schedule of Reasonable Charges found at [https://www.comptroller.tn.gov/office-](https://www.comptroller.tn.gov/office-functions/open-records-counsel/office-of-open-records-counsel/policies---guidelines.html)
8 [functions/open-records-counsel/office-of-open-records-counsel/policies---guidelines.html](https://www.comptroller.tn.gov/office-functions/open-records-counsel/office-of-open-records-counsel/policies---guidelines.html) shall be
9 used to determine the reasonable cost. The records custodian will provide the citizen with an
10 invoice detailing the charges. The citizen shall pay the estimated reasonable costs by check
11 made payable to the Collierville Schools prior to the district producing the copies.

12 If the records cannot be made available within seven (7) business days, the records
13 custodian shall provide a records production letter indicating the time needed to complete the
14 request.

15 If the request for copies is denied, the records custodian shall provide the citizen with a
16 records request denial letter detailing the basis for the denial.

17 **FREQUENT AND MULTIPLE REQUESTS**

18 When the total number of requests for copies made by a requestor within a calendar month
19 exceeds four (4), the requestor may be charged a fee for any and all labor that is reasonably
20 necessary to produce copies of the requested records. Prior to charging a reasonable fee,
21 the requestor shall be notified of this policy and provided with a Notice of Aggregation of
22 Multiple Requestors form. The Tennessee Comptroller of the Treasury, Office of Open
23 Records Counsel Schedule of Reasonable Charges found at
24 [https://www.comptroller.tn.gov/office-functions/open-records-counsel/office-of-open-records-](https://www.comptroller.tn.gov/office-functions/open-records-counsel/office-of-open-records-counsel/policies---guidelines.html)
25 [counsel/policies---guidelines.html](https://www.comptroller.tn.gov/office-functions/open-records-counsel/office-of-open-records-counsel/policies---guidelines.html) shall be used to determine the reasonable cost. Further, the
26 names of persons inspecting records and the date of inspection shall be recorded.

27 **DENIAL OF REQUESTS FOR NONCOMPLIANCE⁷**

28 *Requests to Inspect a Public Record*

29 The district shall deny a request to inspect a public record from any citizen who has:

- 30 a. Made two (2) or more requests to view a public record within a six-month period; and
- 31 b. For each request, failed to view the record within fifteen (15) business days of receiving
32 notification that the record was available.
33

34
35 Requests from such citizen shall be denied for six (6) months from the date of the second records
36 request. The district's public records request coordinator may waive this denial if he/she determines
37 that failure to view the record was for good cause.

1 *Requests for Copies of Public Records*

2 The district shall deny a request for copies of a public record from any citizen who:

- 3 a. Has been provided with an estimate of the reasonable cost to produce the requested records;
4
5 b. Has agreed to pay such estimated reasonable cost prior to production of the records; and
6
7 c. Fails to pay the actual cost after the records have been produced.

8 Additional requests from such citizen shall be denied until the original cost is paid.

9 **RECORDS RETENTION**

10 The Director of Schools and/or his designee(s) shall retain and dispose of school district records in
11 accordance with the following guidelines:⁸

- 12 1. The Director of Schools and/or his/her designee(s) will determine if a particular record is of
13 permanent or temporary value in accordance with regulations promulgated by County Public
14 Records Commission and the Tennessee Institute for Public Services records manual;^{9,10}
15
16 2. Temporary value records which have been kept beyond the required time may be recommended
17 to the Public Records Commission for destruction;^{11,12}
18
19 3. The records that the State Librarian and Archivist desire to preserve in their facilities will be
20 transferred to the State Library and Archives. The temporary value records rejected by the
21 State Library and Archives may be transferred to another institution or destroyed;^{11,12,13}
22
23 4. Permanent records will be kept in some usable form (digital, printed, microfilm, etc.). If the
24 Director of Schools desires to destroy the original permanent record, these records must be
25 reproduced by microfilming or some other permanent reproduction method. Permission to
26 destroy any original permanent record after microfilming follows the same procedure noted
27 above for temporary records;^{10,11} and
28
29 5. The Director of Schools shall establish procedures to safeguard against the unlawful
30 destruction, removal or loss of records.¹⁴

31 **DISTRICT PUBLIC RECORDS REQUEST COORDINATOR¹⁵**

32 Name: Jeffrey W. Jones
33 Title: Assistant Superintendent
34 Collierville Schools
35 215 W. Poplar Avenue
36 Collierville, TN 38017
37 901-861-7000
38 www.colliervilleschools.org

1

Legal References

1. TCA 49-2-301(b)(1)(Z)
2. TCA 10-7-503; **Public Acts of 2025, Chapter No. 94**
3. TCA 10-7-506(a)
4. TCA 49-2-104
5. TCA 10-7-504(p)
6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records*, Tennessee Comptroller of the Treasury, available at <https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; TCA 10-7-503(a)(1)(B),(C)
7. TCA 10-7-503(a)(7)(A)(vii)
8. TCA 10-7-503(h)(6)
9. TCA 10-7-401
10. TCA 10-7-406; TCA 10-7-301(5),(13)
11. TCA 10-7-404
12. TCA 10-7-413
13. TCA 10-7-414
14. TCA 39-16-504
15. TCA 10-7-503(g)(1)(D)

Cross References

Financial Reports and Records 2.701
Personnel Records 5.114
Student Records 6.600

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: 06/24/25
		Rescinds: 1.700	Issued: 12/10/24 01/14/14

1
2 The Board is charged with the responsibility of determining the educational goals of the school system.
3 In discharging that responsibility, the Board has adopted the following goals in four primary areas:
4 Instruction, personnel, students and operations.

5 The Board shall develop policies to implement the goals within each area and shall annually review
6 these goals and revise them as necessary so that each program will at all times support the stated goals.

7 The Director of Schools is responsible for developing procedures and strategies to implement the goals
8 of the Board.

9 INSTRUCTION

- 10 1. To promote a plan for the organized improvement of school curriculum, including the
11 articulation between elementary and secondary schools;
- 12 2. To provide offerings **which that** explore a wide range of career and service opportunities;
- 13 3. To promote an integration of academic, physical, social and emotional growth experiences for
14 each student; and
- 15 4. To promote the recognition of achievement in all endeavors (example, academic, athletic).
16
17
18

19 STUDENTS

- 20 1. To structure the overall instructional program to provide sufficient alternatives to meet a
21 variety of individual needs and aspirations;
- 22 2. To ensure that each student's interests, capacities and objectives are considered in his/her
23 learning program;
- 24 3. To develop a comprehensive program for disabled students providing the least restrictive
25 programs; and
- 26 4. To help students gain understanding of themselves, as well as skills and techniques in living
27 and working with others and being responsible citizens.
28
29
30

1 PERSONNEL

- 2 1. To provide high quality performance by the staff, including both professional and support
3 personnel;
- 4 2. To establish acceptable performance standards for all personnel;
- 5 3. ~~To set goals for educator diversity that take into consideration the diversity of the student-~~
6 ~~population;~~¹
- 7 4. To provide in-service training and professional growth experiences for teachers and
8 administrators; and
- 9 5. To maintain an evaluation system for the improvement of the instructional system.

14 OPERATIONS

- 15 1. To make every effort to secure adequate funding for the educational program in support of the
16 stated goals;
- 17 2. To maintain an adequate system of fiscal and business management;
- 18 3. To develop plans for the efficient use of school facilities; and
- 19 4. To ensure appropriate communication between the director of schools and the Board.

Legal References

1. ~~State Board of Education Policy 5.700;~~
~~TCA 49-1-302(g)~~

Cross References:

Role of the Board of Education 1.101
Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Goals 4.100
Personnel Goals 5.100
Student Goals 6.100

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 06/24/25
		Rescinds: 1.901	Issued: 12/10/24 09/27/22

1

2 *General*

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

7 **APPLICATION PROCESS²**

8 A prospective charter school sponsor shall send notice to the Director of Schools/designee of its intent
9 sixty (60) calendar days prior to February 1st of the year preceding the year in which the proposed
10 charter school plans to begin operation as a charter school. The Director of Schools/designee shall
11 determine whether the sponsor has selected the correct application category within ten (10) business
12 days of receiving the letter of intent and notify the sponsor within five (5) business days of
13 determination that the incorrect category has been selected.²

14 A sponsor seeking Board approval of an initial charter school application shall complete the forms
15 provided by the ~~Tennessee Department of Education~~ State Board of Education in coordination with the
16 ~~Tennessee Public Charter School Commission~~ ("the Commission"). The application shall provide all
17 the information required by state law. The sponsor shall demonstrate that the proposed charter school
18 meets the purpose prescribed by state law for the formation of a charter school, and the proposed
19 charter school will be able to implement a viable program of quality education for its students.³

20 ~~Electronic copies~~ of applications shall be submitted to the Board and the ~~Tennessee Department of~~
21 ~~Education Commission~~ on or before 11:59 p.m. ~~Central Time~~ on February 1st of the year preceding the
22 year in which the proposed charter school plans to begin operation as a charter school. If the 1st of
23 February falls on a Saturday, Sunday, or holiday on which the school district offices are closed,
24 applications will be accepted on the next business day on or before 11:59 p.m. ~~Central Time~~. Late
25 applications will not be accepted, without exception. The sponsor shall pay an application fee of
26 \$2,500.00. ~~The Director of Schools/designee shall report each application received to the Commission~~
27 ~~no later than ten (10) days after receipt.~~²

28
29 ~~The Board shall determine whether an application is complete within ten (10) business days of~~
30 ~~receiving the application and shall notify the sponsor within five (5) business days of the determination~~
31 ~~if the application is determined to be incomplete.~~³

32

33 **REVIEW TEAM¹**

1 If necessary, the Director of Schools/designee shall appoint a review team to assist in reviewing and
2 evaluating charter school applications. The team shall be comprised of members of the administrative
3 staff for the district and community members, ~~and a member of the Board~~ with relevant educational,
4 organizational, financial, and legal experience. At the Board meeting in December of each year, the
5 Director of Schools/designee shall make a recommendation to the Board on which members of his/her
6 administrative staff should be appointed to the team. The Board shall name the members of the team at
7 its meeting in January of each year. The Board shall designate a Chair of the review team as the
8 contact person for answering questions about the application process and receiving applications. The
9 Director of Schools/designee shall develop an orientation for the team to ensure consistent evaluation
10 standards and the elimination of real or perceived conflicts of interest.

11 The Board shall require the Director of Schools/designee to develop a procedure for receiving,
12 reviewing, and ruling on applications for the establishment of charter schools by the review team. The
13 procedure shall include a timeline for the application and review process. A copy of the procedure,
14 including the review criteria, shall be available ~~to any interested party upon request~~ on the district's
15 website.

16 The review team shall:

- 17 1. Evaluate all charter school applications based on the review criteria ~~adopted by the Board~~
18 established by state law; and
- 19 2. Recommend one of the following options to the Board for each application: approve, reject, or
20 reject with stipulations for reconsideration.⁴ and
- 21 3. ~~Make recommendations for revocation, renewal, or non-renewal of charter school contracts.~~

24 APPROVAL/DENIAL OF APPLICATION⁵

25 The Board shall rule by resolution on the approval or denial of a charter school application within
26 ninety (90) calendar days of receipt of the completed application, or the application shall be deemed
27 approved by state law. The Director of Schools/designee shall report the action taken by the Board to
28 the Department of Education and the Commission.

29 *Approval*

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

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

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

1 The Board shall not provide services to charter schools that are not requested during the application
2 process except for those services that are required under state or federal law. Services agreed to be
3 provided to the charter school by the Board shall be provided at board actual cost. The Board and
4 charter school shall execute a service contract for any additional services.

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

7 *Denial*

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

14 If the amended charter school application is denied, the Board shall notify the sponsor in writing
15 within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an
16 appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Public
17 Charter 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),(e)
3. TRR/MS 0520-14-01-.01(1)(i)
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. TRR/MS 0520-14-01; TCA 49-13-110(d),(e)
8. TCA 49-13-110(c)
9. TCA 49-13-122
10. TCA 49-13-108(b)(5)

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Charter School Oversight	Descriptor Code: 1.903	Issued Date: 06/24/25
		Rescinds: 1.903	Issued: 12/10/24 09/27/22

2 *General*

3 The Board shall oversee and annually evaluate charter schools to ensure they meet the performance
4 standards and targets set forth in the charter school agreement.¹ The Board shall create a
5 comprehensive performance, accountability, and compliance monitoring system based on the charter
6 school agreement and communicate the results to each charter school. At a minimum, the monitoring
7 system shall address academic, financial, and organizational performance standards as outlined in the
8 charter school agreement and required by the State Board of Education.¹ The Board shall utilize the
9 results when making renewal, revocation, and intervention decisions. Reports on charter school
10 oversight shall be compiled by the Chief Academic Officer and published on the district's webpage at
11 least annually.

12 The Board shall communicate with the charter schools in its portfolio as needed, including both the
13 charter school leader and governing board, and provide timely notice of any material charter school
14 agreement violations and performance deficiencies.

15 The Board shall articulate and enforce stated consequences for failing to meet performance
16 expectations or compliance requirements.

17 **MONITORING SYSTEM**

18 The Director of Schools/designee shall implement a performance and compliance monitoring system
19 per the terms of the charter agreement. This information will be provided to the Board on an ongoing
20 basis through reports that will form the basis of renewal, revocation, and intervention decisions. To aid
21 in this, the Director of Schools/designee shall develop a reporting calendar that outlines when
22 information required by state law shall be provided by the charter school.

23 **SITE VISITS**

24 A site visit to each charter school shall be conducted annually. The purpose shall be to collect data and
25 other qualitative information that cannot be obtained otherwise. The Director of Schools/designee shall
26 develop a site visit procedure that outlines the expectations of charter schools prior to, during, and after
27 the site visit, including review of the documents and data, classroom observations, and interviews.
28 These visits shall minimize administrative burdens and avoid operational interference.

29 The Board shall provide the charter school with a report that summarizes the ~~charter school's-~~
30 **performance outcomes of the visit**. The report shall provide an analysis of relevant data and include
31 general recommendations, if applicable.²

1 CHARTER SCHOOL REPORTING

2 Charter schools shall provide the information required by the charter school agreement and state law to
3 the Board. The Director of Schools/designee shall develop a reporting calendar that defines and
4 communicates the process, methods, and timing of gathering and reporting data to the Board.²

5 By September 1st, the governing body of an approved charter school shall make a written report to the
6 Board.³ The annual report shall include:

- 7 1. A report on the progress of the charter school in achieving the goals outlined in the charter
8 school agreement;
- 9 2. A financial statement disclosing the financial health of the charter school, including the costs of
10 the administration, instruction, and other spending categories of the charter school; and
- 11 3. A detailed accounting, including the amounts and sources, of all funds received by the charter
12 school, other than the funds received per state law.⁴

13
14
15 This reporting requirement shall begin in the year after the year in which the charter school begins
16 operation.

17 Multiple charter schools overseen by a single governing board shall report their performance as
18 separate, individual charter schools. Each charter school shall be independently accountable for its
19 performance.

20 Each charter school governing body shall submit an annual audit of all accounts and records, to include
21 internal school activity and cafeteria funds, to the Board as soon as practical after June 30th.⁵

22 AUTHORIZER REPORTING AND REVIEW

23 By December 1st, the Board shall report to the ~~Department~~ State Board of Education detailing the
24 authorizer fees collected in the previous school year and the authorizing obligations fulfilled using the
25 fee.⁶ By January 1st, the Board shall submit an annual authorizer report to the ~~Department of~~
26 ~~Education and the~~ State Board of Education and make the report available on the district website.⁷ The
27 Director of Schools/designee shall prepare the reports and provide the information to the Board prior to
28 submission.

Legal References

1. TCA 49-13-111(d); State Board of Education Policy 6.111
2. TCA 49-13-120
3. TCA 49-13-120(a), (b)
4. TCA 49-13-112(a), (f)
5. TCA 49-13-127
6. TCA 49-13-128(f); Public Acts of 2025, Chapter No. 275
7. TCA 49-13-120(c); Public Acts of 2025, Chapter No. 275

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Charter School Renewal	Descriptor Code: 1.905	Issued Date: 06/24/25
		Rescinds: 1.905	Issued: 12/10/24 09/27/22

1

2 INTERIM REVIEW

3 The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year
4 of a charter term in accordance with the guidelines developed by the ~~Department~~ **State Board** of
5 Education. As part of this process, the charter school shall submit a report on the progress of the school
6 in achieving the goals and objective set forth in the charter agreement.¹

7 CUMULATIVE PERFORMANCE REPORT

8 Three (3) months prior to the date on which a charter school is required to submit a renewal
9 application, the Director of Schools/designee shall submit a performance report to the charter school
10 that summarizes the school's performance record over the charter term and state the summative
11 findings concerning the school's performance and prospects for renewal.²

12 APPLICATION AND EVALUATION

13 No later than April 1st of the year prior to the year in which the charter school agreement expires, the
14 governing body of a charter school shall submit a renewal application to the Board. **The Director of**
15 **Schools/designee shall report each renewal application received to the Tennessee Public Charter**
16 **School Commission ("the Commission") within ten (10) days of receipt.**³

17 The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school
18 that submits a charter school renewal application.

19 The Board will make renewal decisions by February 1st in the year the charter school agreement
20 expires.

21 RENEWAL CRITERIA⁴

22 **The Board shall define and communicate to charter schools the criteria for renewal ~~of any~~ that is**
23 **consistent with the** charter agreement. The Board shall make its renewal decision based on the renewal
24 application, annual ~~progress~~ **authorizer** reports, and renewal performance report.

25 Within ten (10) business days of a vote by the Board regarding a renewal application, the Director of
26 Schools/designee shall notify the charter school of the renewal **recommendation and** decision,
27 including the reasons for the decision and any rights to appeal. The Director of Schools/designee shall
28 promptly communicate the renewal decision to **both** the school community and the general public, **as**
29 **well as the Department of Education and the Commission.**

Legal References

1. TCA 49-13-121(k); Public Acts of 2025, Chapter No. 275
2. State Board of Education Policy 6.111
3. TCA 49-13-121(a); Public Acts of 2025, Chapter No. 275
4. TCA 49-13-121; State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275

1

Collierville Schools Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Charter School Revocation	Descriptor Code: 1.906	Issued Date: 06/24/25
		Rescinds: 1.906	Issued: 12/10/24 09/27/22

2 *General*

3 The Board shall revoke a charter school agreement if the charter school:¹

- 4 1. Failed to meet, or make sufficient progress toward, the minimum performance requirements set
5 forth in the charter school agreement;
- 6 7 2. Committed a material violation of any of the conditions, standards, or procedures set forth in
8 the charter school agreement;
- 9 3. Failed to meet generally accepted standards of fiscal management; or
- 10 11 4. Performed any of the acts that are conditions for non-approval of charter schools under state
12 law.
13

14 **NOTICE**

15 The Director of Schools/designee shall notify the charter school of the Board's intent to revoke the
16 charter school agreement in writing at least thirty (30) calendar days prior to the revocation.²

17 Within ten (10) calendar days of the Board voting to renew, not renew, or revoke a charter school
18 agreement, the Director of Schools/designee shall report the Board's decision to the Department of
19 Education and the Tennessee Public Charter School Commission. The Director of Schools/designee
20 shall also provide a copy of the Board's resolution setting forth the decision, the reasons for the
21 decisions, and an explanation of the right to appeal.³

22 **REVOCAION DUE TO PRIORITY STATUS**

23 The Board may revoke a charter school agreement if the charter school is identified as a
24 priority school under state law. Revocation shall take effect immediately following the close of the
25 school year in which the charter school is identified as a priority school.⁴

26 The Board shall revoke a charter school agreement if the charter school is identified as a priority
27 school for two consecutive cycles (~~beginning in 2017~~). Revocation shall occur immediately after the
28 close of the school year in which the charter school is identified as a priority school for the second
29 consecutive cycle.

1 PROCEDURES FOR CLOSURE

- 2 The Director of Schools shall develop administrative procedures regarding charter school closures
3 prior to the Board denying renewal or revoking a charter school agreement.⁵ These procedures shall
4 outline a detailed protocol that will ensure timely notification to parents, orderly transition of students
5 and student records, and disposition of school funds, property, and assets in accordance with state law.

Legal References

1. TCA 49-13-122(b); State Board of Education Policy 6.111
2. TCA 49-13-122(c)
3. State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275
4. TCA 49-13-122(a)
5. TCA 49-13-130

Collierville Schools Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Surplus Property Sales	Descriptor Code: 2.403	Issued Date: 06/24/25
		Rescinds: 2.403	Issued: 01/28/25 06/25/24 08/25/20

The Director of Schools/designee shall prepare a list of unusable items for Board approval.¹ The list shall contain the following information: name of item, date of purchase, and reason for disposal.

All unusable items shall be sold to the highest bidder after advertising in a newspaper of general circulation at least seven (7) days prior to the sale.² Notice shall also be published on a news and information website in accordance with state law.³

Surplus property which has no value or has a value of less than five hundred dollars (\$500) may be disposed of without the necessity of bids. In order for such disposal without bids, the Director of Schools and the Board Chair shall agree in written form that the property is of no value or is of less value than five hundred dollars (\$500).⁴

If reasonable attempts to dispose of surplus properties fail to produce monetary return to the district, the Director of Schools shall dispose of the surplus property by any manner deemed appropriate.⁵

Surplus equipment will be auctioned off by the district at designated times of the school year through the use of an internet auction website used by the district, the Town of Collierville or the State of Tennessee.

DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS⁶

When equipment that was purchased with federal dollars is no longer needed for the original project or program or for other activities currently or previously supported by a federal agency, disposition of the equipment shall be made as follows:

- Items of equipment with a current per-unit fair market value of ~~\$5,000~~ \$10,000 or less may be retained, sold or otherwise disposed of with no further obligation to the awarding agency.
- Items of equipment with a current per unit fair market value in excess of ~~\$5,000~~ \$10,000 may be retained or sold and the awarding agency shall have a right to an amount calculated by multiplying the current market value or proceeds from sale by the awarding agency's share of the equipment.

Legal References

- [TCA 49-6-2006\(b\)\(3\); TCA 49-6-2208](#)
- [TCA 49-6-2007\(b\)](#)
- [Public Acts of 2024, Chapter No. 793; TCA 1-3-120; Public Acts of 2025, Chapter No. 105](#)
- [TCA 49-6-2007\(d\)](#)

Cross References

- Duties of Officers 1.201
- Inventories 2.702
- Textbooks and Instructional Materials 4.400

5. [TCA 12-2-403\(a\)](#)
6. [2 CFR § 200.313\(e\)](#)

Collierville Schools Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Emergency Operations Plan	Descriptor Code: 3.202	Issued Date: 06/24/25
		Rescinds: 3.202	Issued: 02/25/25 06/25/24 10/24/23

1

2 The Director of Schools or his/her designee shall be responsible for developing and maintaining a
3 District Emergency Operations Plan, which is a fluid document that integrates a comprehensive, multi-
4 hazard approach following both state and FEMA (Federal Emergency Management Agency) model
5 guidelines to include mitigation and prevention, preparedness, response, and recovery.¹

6 The principal of each school or his/her designee shall be responsible for developing and maintaining a
7 School Emergency Operations Plans, based on the district model, and developing and
8 implementing emergency practice drills with the approval of the Director of Schools or his/her
9 designee. When appropriate, such drills shall be held in conjunction with emergency response
10 agencies. Safety procedures shall be in written form and distributed to all school staff, as appropriate.

11 The Board of Education expects the Director of Schools to ensure that each school principal is
12 familiar with and implements the building-level safety plan developed for their school. School safety
13 plans should strive to allow for the safety of students and staff and the necessary ingress and egress to
14 and from the building. If, consistent with the school safety plan, the school does utilize various
15 entrances other than the main entrance to the school building during arrival, dismissal, and various other
16 school events, these entrances will be monitored by school staff during these times in accordance with
17 state law.

18 FIRE AND SAFETY DRILLS

19 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30)
20 school days, with **no more than** two (2) fire drills occurring during the first thirty (30) full days of the
21 school year. Additionally, he/she shall ensure that four (4) fire safety educational announcements are
22 conducted throughout the year.²

23 The principal or his/her designee shall regularly check the quantity, locations, and conditions of fire
24 extinguishers and shall provide instruction for all school personnel on how to properly use fire
25 extinguishers.

26 The principal shall ensure that three (3) additional safety drills are given during the school year. Two (2)
27 of these safety drills must include earthquake drills and one drill may cover inclement weather, intruders,
28 or other emergency drills that do not require full evacuation.³

29 The district shall work with local law enforcement and the local fire department to develop a procedure
30 for identifying the cause of fire alarm activation. This procedure must be in place by January 1, 2025
31 and shall be reviewed and updated annually thereafter.⁴

32 ANNUAL DRILLS

1 The Director of Schools or his/her designee shall ensure that each school safety team conducts at least
2 one of each of the following drills annually:

- 3 1. An armed intruder drill, in coordination with the local law enforcement agency;
- 4 2. An incident command drill, without students present; and
- 5 3. An emergency safety bus drill, without students present.⁵

6 **AED PROGRAMS AND DRILLS⁶**

7 The Director of Schools or his/her designee shall establish a program for automated external defibrillator
8 (AED) use in the schools by ensuring compliance with the laws relative to training, a written plan for
9 use, notification, and maintenance and testing of devices.

10 Any school with an AED shall conduct annual CPR and AED training for school personnel to practice
11 the use of these life-saving measures and to evaluate the school's preparedness in the event of sudden
12 cardiac arrest.

13 In addition, the principal of any school with an AED shall ensure that a drill occur each school year so
14 that both school staff and students are aware of the steps that must be taken in the event of a medical
15 emergency that requires the use of CPR and an AED.

16 **DOCUMENTATION**

17 A record of all fire, safety, armed intruder, CPR, AED, and any other type of emergency drill, including
18 the time and date, shall be kept in each school's office and sent to the Director of Schools or his/her
19 designee at the end of each school year. Upon request, drill records may be sent to the Department of
20 Education, state fire marshal, or the state fire marshal's deputies or assistants for inspection and review.³

21 Building-level emergency response plans shall be confidential and shall not be subject to any open or
22 public records requirements.⁶

23 **MEDICAL EMERGENCIES/PANDEMIC FLU⁷**

24 In the event of medical emergencies, such as a pandemic flu outbreak, school officials shall cooperate
25 and consult with the local and state health departments and other local emergency or healthcare providers
26 in protecting students and the community from further infection.

27 **REMOTE LEARNING DRILLS⁸**

28 At least once each school year, a remote learning drill shall be conducted. The drill shall accurately
29 reflect how students will transition to remote learning in the event of a disruption to school operations.
30 Students shall not be asked or required to transition to remote learning at any time during the drill.

Legal References

1. [TBR/MS.0520-01-02-.30\(2\)](#); [TCA 49-6-804](#); [TCA 49-6-805\(8\)](#)

Cross References

Emergency Closings 1.8011
Safety 3.201

2. [TCA 68-102-137\(b\)](#); [Public Acts of 2025, Chapter No. 315](#)
3. [TCA 68-102-137\(f\)](#)
4. [Public Acts of 2024, Chapter No. 563](#) [TCA 49-6-807\(e\)](#)
5. [TCA 49-6-807](#)
6. [TCA 49-2-122](#); [TCA 49-6-1208](#); [Public Acts of 2024, Chapter No. 625](#)
7. [TCA 49-6-3004\(a\), \(e\)](#); [TCA 49-5-404](#)
8. [TCA 49-2-139](#)

Collierville Schools Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Threat Assessment Team	Descriptor Code: 3.204	Issued Date: 06/24/25
		Rescinds: 3.204	Issued: 02/25/25 09/22/20

General¹

A threat assessment team shall be created within the school district to develop intervention-based approaches to prevent violence, manage reports of potential threats, and create a system that fosters a safe, supportive, and effective school environment. The Director of Schools and/or designee shall appoint the members of threat assessment team.

The Director of Schools and/or designee shall develop administrative procedures regarding the training and operations of the team to comply with state law and State Board of Education rules and regulations.

TEAM MEETINGS

All threat assessment team meetings shall be closed to the public.²

RECORDKEEPING³

The threat assessment team shall document all behaviors and incidents deemed to pose a risk to school safety or that resulted in intervention and shall provide the information to the Director of Schools and/or designee.

A general report of the activities of the threat assessment team will be compiled and shared with the Board before each regular meeting.

Documents produced or obtained regarding these assessment activities will not be open for public inspection.

REPORTING⁴

The Director of Schools/designee shall develop a process for providing parent(s)/guardian(s) information on credible threats of violence or significantly disruptive behavior directed toward or occurring on the grounds of the school their student attends. Such reports shall include incidents that are reported to a state or local law enforcement agency. These reports must be made within forty-eight (48) hours of the district's report to law enforcement.

At least once per quarter, the Director of Schools/designee shall provide the Board with a report listing the total number of incidents reported to state and local law enforcement agency requiring notice to parent(s)/guardian(s) for the respective quarter as well as total for the year to date.

Legal References

1. TCA 49-6-2701 ~~of *ocq.*, Public Acts of 2023,~~
~~Chapter No. 367~~
2. TCA 49-6-2701(f)
3. TCA 49-6-2702
4. Public Acts of 2025, Chapter No. 215

Cross References

- School District Records 1.407
- Safety 3.201
- Security 3.205
- Student Records 6.600

1

Collierville Schools Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Instructional Goals	Descriptor Code: 4.100	Issued Date: 06/24/25
		Rescinds: 4.100	Issued: 05/20/25 06/10/14

General

The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability in its instructional program or activities.¹ Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.²

GOALS

The Board approves the following broad instructional goals for students:

- To acquire the knowledge and attitude necessary to achieve and maintain good physical and mental health;
- To develop the skills necessary to function as a self-directed person;
- To develop the capacity to cope with change through an understanding of the arts, humanities and scientific processes;
- To know the principles involved in making moral and ethical choices;
- To develop the basic skills of reading, writing, computation, spelling, speaking and problem solving;
- To develop a positive attitude toward the lifelong endeavor of learning;
- To learn to identify personal talents and interests, make appropriate career choices, and develop career skills;
- To acquire knowledge and to develop skills in the management of personal and public resources necessary for meeting obligations to self, family and society;
- To learn to act in a responsible manner;
- To learn of the rights and responsibilities of citizens of the community, state, nation and world; and

- 1 • To learn to understand, respect and interact with people of different cultures,
2 generations and races.

Legal References

- 1. 42 USCA § 2000d et seq.
- 2. Public Acts of 2025, Chapter No. 293

Cross References

School District Goals 1.700

3

Collierville Schools Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Virtual Education Program	Descriptor Code: 4.212	Issued Date: 06/24/25
		Rescinds: 4.212	Issued: 05/20/25 07/26/22 08/24/21

1

2 *General*

3 The Collierville Schools virtual education program is a course or series of courses offered by the
4 school district to provide students a broader range of educational opportunities through the use of
5 technology. Utilizing this program is temporary and shall not replace a student's regular instructional
6 program.¹

7 Class size ratios for the virtual education program shall comply with the requirements as outlined in
8 state law.²

9 Virtual education programs³ may be made available to students for the following purposes:

- 10 1. Academic remediation, enrichment, or providing students access to a wider range of courses;
- 11 12 2. Continuity of educational service for students who are homebound;⁴
- 13 14 3. Continuity of educational service for students who are quarantining;⁵
- 15 16 4. Continuity of educational service for students enrolled in an alternative school;⁶ and/or
- 17 18 5. Continuity of educational service when the district utilizes remote instruction due to dangerous
19 or extreme weather conditions, a serious outbreak of illness affecting or endangering students
20 or staff, or during the administration of end of course examinations or other examinations as
21 allowed per state law;⁷ or
- 22 23 6. Continuity of educational service when the district utilizes hybrid instruction due to dangerous
24 or extreme weather conditions, or an emergency, as determined by the Director of Schools.⁸

25

26 **ELIGIBILITY AND PARTICIPATION REQUIREMENTS**

27 Students shall be eligible to utilize a virtual education program if participating in one of the above
28 educational opportunities. The following factors shall also be taken into consideration when
29 determining eligibility:

- 30 1. Attendance;

31

- 1 2. Grades;
- 2
- 3 3. Technology survey; and
- 4
- 5 4. Disciplinary Issues.

6 ATTENDANCE

7 Student attendance in the virtual education program shall adhere to the general requirements of Board
8 Policy 6.200 and any relevant administrative procedures.

9 Methods of confirming student attendance shall include two or more of the following:

- 10 1. Students participating in a phone call with a teacher, with parent/guardian support as
11 appropriate for the age of the student;
- 12 2. Students participating in synchronous virtual instruction;
- 13 3. Students completing work in a learning management system; and/or
- 14
- 15 3. Students completing work in a learning management system; and/or
- 16
- 17 4. Students submitting work via hard-copy or virtual formats.

18 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

19 A student may be removed from the virtual education program or denied future enrollment in a virtual
20 education program based on disciplinary issues, attendance issues, or poor academic performance.

21 Before a student is removed based on poor academic performance, the school may consider one or
22 more of the following interventions:

- 23 1. Notification of parent/guardian;
- 24
- 25 2. One-on-one assessment conducted by the principal/designee regarding any learning needs and
26 academic performance; and
- 27
- 28 3. Recommendation from the IEP or 504 team.

Legal References

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h); State Board of Education Policy 3.206
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(c)
6. TRR/MS 0520-01-02-.09; TCA 49-6-3402(i)
7. TCA 49-6-3004(j)
8. **Public Acts of 2025, Chapter No. 484**

Cross References

Emergency Closings 1.8011
Homebound Instruction 4.206
Credit Recovery 4.210
Alternative Education 6.319

29

Collierville Schools Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 06/24/25
		Rescinds: 4.301	Issued: 05/20/25 06/25/24 08/24/21 12/13/22

1

2 GENERAL

3 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
4 treated differently from another person or otherwise be discriminated against in any athletic program of
5 the school. Equal athletic opportunities shall be provided for members of both sexes.¹ Student athletes
6 shall only be allowed to participate in athletic activities or events that align with the student's sex
7 indicated on his/her original birth certificate.² The Director of Schools/designee may require the
8 parent/guardian to provide the student's original birth certificate prior to participation in any
9 interscholastic athletics. If the original birth certificate is not available or does not indicate the
10 student's sex at the time of birth, the parent/guardian shall provide medical documentation showing
11 evidence of the student's sex at birth.

12 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
13 principal's responsibility. Principals shall ensure that school regulations regarding participation in a
14 sport are reasonable. Athletic schedules shall be filed in each school principal's office. The principal or
15 his/her designee must accompany an athletic team on trips.

16 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and
17 control of athletics.³

18 A list of all coaches and their stipends and other compensation approved by the school will be
19 provided to the board annually. All booster organizations associated with TSSAA sponsored sports
20 will provide a certified statement on a form provided by the school that no compensation was paid that
21 was not approved and paid in accordance with Section 9G of the TSSAA handbook. The form must be
22 signed by the President and Treasurer of the booster organization.

23 INSURANCE AND PHYSICAL EXAMINATIONS

24 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete
25 must provide proof of independently secured catastrophic coverage and liability coverage, with the
26 school system as a named insured, of not less than the limits set forth in TCA § 29-20-403.

27 Prior to participation in interscholastic athletics, every student must complete an annual physical
28 examination.⁴ The parents/guardians of each student shall be responsible for covering the cost of the
29 examination, and these records shall be on file in school office. It shall be the responsibility of the
30 parent(s) or guardian to provide health and hospitalization insurance for all students participating in
31 interscholastic athletics.

1 SCHEDULING CONFLICTS

2 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any
3 group of students for the purpose of attending the practice of any interscholastic sport during the
4 school day without written permission from the Director of Schools. This does not prevent the
5 inclusion of regular physical training lessons in the daily school program.⁵

6 Students shall not be required to attend a school athletic event, or event related to participation on a
7 school athletic team, if the event is on an official school holiday, observed day of worship, or religious
8 holiday. The student's parent/guardian shall notify the coach in writing three (3) full school days prior
9 to the event.⁶

10 PROHIBITION AGAINST HAZING

11 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or
12 tolerate hazing activities.⁷

13 COACHES' CODE OF CONDUCT⁸

14 All coaches, whether employed by Collierville Schools or as a volunteer, shall adhere to the following
15 Coaches' Code of Conduct:

16 **As an employee coach or volunteer coach for Collierville Schools athletics, I Will:**

- 17 1. Be aware that I have tremendous influence, for good or ill, on the education of the student-
18 athlete and, thus, shall never place the value of winning above the value of instilling the highest
19 ideals of character.
- 20 2. In all personal contact with student-athletes, parents, officials, athletic directors, school
21 administrators, the media, and the public, I will strive to set an example of the highest ethical
22 and moral conduct.
- 23 3. Take an active role in the prevention of drug, alcohol, and tobacco use.
- 24 4. Avoid the use of alcohol and tobacco products when in contact with players.
- 25 5. Master the contest rules and teach them to student-athletes. I shall not seek an advantage by
26 circumvention of the spirit or letter of the rules.
- 27 6. Respect and support contest officials. I shall not indulge in conduct which would incite players
28 or spectators against the officials. Public criticism of officials is prohibited.
- 29 7. Before and after contests, I will meet and exchange cordial greetings with opposing team
30 coaches to set the correct tone for the event.
- 31 8. Not exert pressure on faculty members to give student-athletes special consideration.
- 32 9. Conduct myself in a dignified manner relating to emotions, language, attitude, and actions.
- 33 10. Refrain from physical contact with athletes except where necessary for the development of the
34 athletes' skill(s) or athletic ability.
- 35 11. Strive to develop in each athlete the qualities of leadership, initiative, and good judgement.
- 36 12. Respect each individual athlete.
- 37 13. Seek to inculcate good health habits, including the establishment of sound training rules.
- 38 14. Fulfill responsibilities to provide an environment free of safety hazards.
- 39 15. Display modesty in victory and graciousness in defeat.

1 SEVERE WEATHER

2 Severe weather is any type of weather that could impede the safety of any athlete by compromising the
3 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,
4 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be
5 discussed with all players, coaches, and officials, if applicable.

6 All coaches who oversee or participate in outdoor training, practice, or competition shall annually
7 complete a heat illness prevention course approved by the Tennessee Department of Health as well as
8 receive training on activity modifications based on environmental conditions.⁸

9 HOME SCHOOL STUDENT PARTICIPATION⁹

10 Home school students shall be permitted to participate in accordance with TSSAA or TMSAA
11 guidelines. If a school is not a member with these organizations, home school students that are zoned
12 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
13 students.

14 VIRTUAL SCHOOL STUDENT PARTICIPATION¹⁰

15 Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA
16 guidelines. If a school is not a member with these organizations, virtual school students that are zoned
17 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
18 students.

Legal References

1. [34 CFR § 106.41; 20 USCA § 1681 et seq.](#)
2. [TCA 49-6-310\(a\)](#)
3. [TRR/MS 0520-01-02-.08\(1\)](#)
4. [20 USCA § 1232b\(c\); TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
5. [TCA 49-6-1002\(a\)](#)
6. [TCA 49-6-1002\(c\)](#)
7. [TCA 49-2-120](#)
8. [TCA 49-6-3601](#)
9. [Public Acts of 2024, Chapter No. 658 TCA 49-6-305\(e\)\(1\)\(B\)](#)
10. [Public Acts of 2025, Chapter No. 173](#)

Cross References

Student Insurance Program 3.402
Extracurricular Activities 3.601
Attendance 6.200

19

Collierville Schools Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date: 06/24/25
		Rescinds: 4.403	Issued: 05/20/25 07/16/24 09/27/22

The School Librarian shall be responsible for development of the library collection located in the school library. Teachers shall be responsible for library collection development for the materials maintained in a teacher's classroom. Library materials are defined as print and non-print materials curated, processed and inventoried by school librarians and/or classroom teachers in collaboration with both the building principal and the Chief Academic Officer (or designee), but does not include materials made available to students as part of a course curriculum. A list of library materials shall be posted online. Prior to the purchase of new materials, librarians shall review the age and maturity level along with the reading level of the selected items for suitability. A list of new materials shall be reviewed by the building principal and the Chief Academic Officer (or designee).

Library materials shall be reviewed periodically to ensure the content aligns with state law and the standards established below. Any materials found to be out of alignment with the standards shall be removed. Discretion to remove books from the shelves of school libraries must be exercised in a manner consistent with First Amendment principles. Material shall not be excluded from library collections because of doctrinal approval/disapproval or based upon disagreement with viewpoints, political ideas or social perspectives discussed in the books.¹

STANDARDS²

The library collection shall adhere to the following criteria:

1. Materials shall be suitable for and consistent with the educational mission of the school;
2. Materials shall be appropriate for the age and maturity levels of the students who may access them. The determining factor will be based on an assessment of any mature themes or content (i.e., violence, sexual content, vulgar language, substance abuse);
3. Materials shall contain literary, historical, and/or artistic value and merit; **and**
4. The collection as a whole shall offer a variety of viewpoints; **and**
5. **Materials shall not be removed on the sole grounds that the item is religious.**

Any materials that meet the following criteria shall be removed and excluded from the school and/or classroom library's collection:

- 1 1. Contain nudity, descriptions or depictions of sexual excitement, sexual conduct, excess
2 violence, or sadomasochistic abuse as defined in state law;
- 3
- 4 2. Are patently offensive as defined in state law; or
- 5
- 6 3. Appeal to the prurient interest as defined in state law.³

7 **COMPLAINTS⁴**

8 If a complaint is made by an employee, student, or parent/guardian of the school, this process is to be
9 followed:

- 10 1. School Librarian shall inform the complainant of the selection procedures and make no
11 commitments.
- 12
- 13 2. School Librarian shall request the complainant to submit a formal Request for
14 Reconsideration of Library Materials.
- 15
- 16 3. Inform the principal (and other appropriate personnel).
- 17
- 18 4. Keep challenged materials available for use during the reconsideration process.
- 19
- 20 5. Upon receipt of the completed form, the principal shall notify the Director of Schools.
- 21
- 22 6. The principal shall request review of the challenged materials by an ad hoc materials review
23 committee within fifteen (15) working days. The review committee is appointed by the
24 principal and includes certified library media personnel, representatives from classroom
25 teachers, one or more parents, and may include one or more students. The principal will
26 inform the Director of Schools of the review committee's progress.
- 27
- 28 7. The review committee shall take the following steps after receiving the challenged materials:
 - 29 a. Read, view or listen to the material in its entirety;
 - 30
 - 31 b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - 32
 - 33 c. Determine the extent to which the material is appropriate for the age and maturity levels
34 of the students who have access to the materials and whether the material is suitable for,
35 and consistent with, the educational mission of the school;
 - 36
 - 37
 - 38 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
39 the material for its strength and value; and
 - 40
 - 41 e. Present recommendation to principal for further action and to the Director of Schools
42 and Chief Academic Officer for purposes of information.
 - 43

- 1 8. The Board shall review the recommendation presented by the review committee and make the
2 determination whether the material is appropriate for the age and maturity levels of the
3 students who have access to the materials and whether the material is suitable for, and
4 consistent with, the educational mission of the school. The Board shall review the findings
5 and affirm, overturn, or modify the decision within sixty (60) days from which the feedback
6 was received.
- 7
8 9. If it determined that the material is not appropriate for the age and maturity levels of the
9 students who have access to them or is not suitable for, and consistent with, the educational
10 mission of the school, the Board shall require the school to remove the material from the
11 library collection.

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982); TCA 49-6-3803
2. Public Acts of 2024, Chapter No. 782 TCA 49-6-3803(a),(b); Public Acts of 2025, Chapter No. 270
3. TCA 39-17-901
4. TCA 49-6-3803(e),(f)

Cross References

Textbooks and Instructional Materials 4.400
School and System Websites 4.407
Controversial Materials 4.801

Collierville Schools Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 06/24/25
		Rescinds: 4.406	Issued: 05/20/25 06/28/22 03/21/17 06/10/14

The Board supports the right of staff and students to have reasonable access to various information formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate and responsible manner.

EMPLOYEES

Before any employee is allowed use of the district's Internet or Intranet access, the employee shall sign a written agreement, developed by the Director of Schools/designee that sets out the terms and conditions of such use. Any employee who accesses the district's network system for any purpose agrees to be bound by the terms of that agreement, even if no signed written agreement is on file.

The Director of Schools/designee shall develop and implement procedures for appropriate Internet use, which shall address the following:

1. Development of the Network and Internet Use Agreement;
2. General rules and ethics of Internet access;
3. Guidelines regarding appropriate instruction and oversight of student Internet use;
4. A uniform, branded, digital signature block for use by all district employees; and
5. Prohibited and illegal activities, including but not limited to the following:¹
 - Sending or displaying offensive messages or pictures
 - Using obscene language
 - Harassing, insulting, defaming or attacking others
 - Damaging computers, computer systems or computer networks
 - Hacking or attempting unauthorized access to any computer
 - Violation of copyright laws
 - Trespassing in another's folders, work, files, or accounts
 - Intentional misuse of resources
 - Using another's password or other identifier (impersonation)
 - Use of the network for commercial or political purposes
 - Buying or selling on the Internet
 - Allowing unauthorized access to confidential information

STUDENTS

The Director of Schools/designee shall develop and implement procedures for appropriate Internet use by students. Procedures shall address the following:

- 1 1. General rules and ethics of Internet use.
- 2 2. Prohibited or illegal activities, including, but not limited to:¹
- 3
 - 4 • Sending or displaying offensive messages or pictures
 - 5 • Using obscene language
 - 6 • Harassing, insulting, defaming or attacking others
 - 7 • Damaging computers, computer systems or computer networks
 - 8 • Hacking or attempting unauthorized access
 - 9 • Violation of copyright laws
 - 10 • Trespassing in another's folders, work, files, or accounts
 - 11 • Intentional misuse of resources
 - 12 • Using another's password or other identifier (impersonation)
 - 13 • Use of the network for commercial purposes
 - 14 • Buying or selling on the Internet
 - 15 • Using electronic resources for any purpose inconsistent with the system's discipline policies or code of conduct.

16 INTERNET SAFETY MEASURES³

17 Internet safety measures shall be implemented that effectively address the following:

- 18 1. ~~Controlling access by students to inappropriate matter on the Internet and World Wide Web~~
19 Limiting the content accessible by students using the internet access provided by the district to
20 content that is age-appropriate;
- 21 2. Protecting the safety and security of students when they are using electronic mail, chat rooms,
22 and other forms of direct electronic communications using Internet access provided by the
23 district;
- 24 3. Preventing unauthorized access, including "hacking" and other unlawful activities by students
25 on-line;
- 26 4. ~~Unauthorized disclosure, use and dissemination of personal information regarding students~~
27 Restricting students' access to materials harmful to them; and
- 28 5. Preventing students from using Internet access provided by the district to access websites, web
29 applications, or software that does not protect students against the disclosure, use, or
30 dissemination of their personal information.

31
32
33
34
35 The Director of Schools/designee shall establish a process to ensure the district's education technology
36 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process
37 shall include, but not be limited to:

- 38 1. Utilizing technology that blocks, filters, or otherwise prevents Internet access (for both
39 students and adults) to material that is obscene or pornographic, or harmful to students³

40

2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials that are deemed to be harmful to minors;⁴
3. Maintaining and securing a usage log; and
4. Monitoring on-line activities of students.²

The Board shall provide reasonable public notice of, and at least one (1) public hearing or meeting to address and communicate, its Internet safety measures.²

A written parental consent shall be required prior to the student being granted access to electronic media involving district technological resources. The required permission/agreement form, which shall specify acceptable uses, rules of online behavior, access privileges, and penalties for policy/procedural violations, must be signed by the parent/guardian of minor students (those under 18 years of age) and also by the student. This document shall be executed each year and shall be valid only in the school year in which it was signed. In order to rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old) must provide the Director of Schools with a written request.

Complaints alleging a violation of the Internet safety measures shall be submitted to the Chief Technology Officer or designee. All complaints shall be reviewed to determine how to respond appropriately.

E-MAIL

Users with network access shall not utilize district resources to establish electronic mail accounts through third-party providers or any other nonstandard electronic mail system. All data including e-mail communications stored or transmitted on school system computers shall be monitored. Employees/students have no expectation of privacy with regard to such data. E-mail correspondence may be a public record under the public records law and may be subject to public inspection.⁵

INTERNET SAFETY INSTRUCTION⁶

Students will be given appropriate instruction in internet safety as a part of any instruction utilizing computer resources. The Director of Schools/designee shall provide adequate in-service instruction on internet safety. Parents and students will be provided with material to raise awareness of the dangers posed by the internet and ways in which the internet may be used safely.

SOCIAL NETWORKING

1. Students are prohibited from accessing social media platforms using district Internet except when expressly authorized by a teacher for educational purposes.⁷
2. District staff who have a presence on social networking websites are prohibited from posting data, documents, photographs or inappropriate information that is likely to create a material and substantial disruption of classroom activity.
3. District staff are prohibited from accessing personal social networking sites on school computers or during school hours except for legitimate instructional purposes.

- 1 4. The Board discourages district staff from socializing with students on social networking
2 websites. The same relationship, exchange, interaction, information, or behavior that would be
3 unacceptable in a non-technological medium is unacceptable when done through the use of
4 technology.

5 VIOLATIONS

- 6 Violations of this policy or a procedure promulgated under its authority shall be handled in accordance
7 with the existing disciplinary procedures of the District.

8 VENDOR CONTRACTS⁷⁸

- 9 Prior to entering into any contract for the provision of digital or online materials created or marketed
10 for kindergarten through grade twelve (K-12), the district shall obtain an assurance that the vendor
11 shall adhere to state law. This determination includes ensuring that the vendor filters, blocks, or
12 otherwise prevents access to pornography or obscenity and verifying that the technology prevents a
13 user from sending, receiving, viewing, or downloading materials that are harmful to minors.

Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(l); 47 CFR § 54.520(c)(1)(i); 20 USCA § 7131; **Public Acts of 2025, Chapter No. 195**
3. TCA 49-1-221(a)(1)(C)(i)
4. TCA 39-17-901; TCA 49-1-221(a)(1)(C)(ii)
5. TCA 10-7-512
6. TCA 49-1-221(a)(1)(E)
7. **Public Acts of 2025, Chapter No. 195**
8. TCA 49-1-221(c)

Cross References

- Use of Email 1.805
- Use of Artificial Intelligence Programs 4.214
- School and System Websites 4.407
- Controversial Materials 4.801
- Student Publications 6.704

14

Collierville Schools Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Reporting Student Progress	Descriptor Code: 4.601	Issued Date: 06/24/25
		Rescinds: 4.601	Issued: 05/20/25 06/10/14

1

2 **REPORT CARDS**

3 Student report cards will be provided once every nine weeks during the school year. The reporting
4 procedure shall be in writing and shall be uniform for all reporting periods during each school year.¹

5 Student report cards shall indicate the students' conduct and include information on attendance, academic
6 progress and other information necessary to communicate effectively with the parents/guardians. For students in
7 grades kindergarten through eight (K-8), the student's score on the most recently administered universal reading
8 screener shall also be included along with the results of a dyslexia screener, if applicable.²

9 In addition to the regular report cards, principals and teachers are encouraged to confer with parents
10 on the educational progress of their children. Teachers shall consult with parents of students who are
11 working at an unsatisfactory level or whose performance shows a sudden deterioration. Parents shall
12 be notified in accordance with Board Policy 4.603 if the retention of a student is being considered.

13 **DRIVER'S LICENSE REVOCATION**

14 Any student fifteen (15) years of age or older who becomes academically deficient shall be reported to
15 the Department of Safety for driver's license revocation.

16 A student shall be deemed academically deficient if he/she has not received passing grades in at
17 least two (2) full unit subjects or their equivalency at the end of each term on the block schedule.

18 A copy of the notice sent to the Department of Safety by the Director of Schools/designee shall also
19 be mailed to the student's parents(s)/guardian(s).³

20 **PARENT CONFERENCES**

21 At least two (2) times during the school year, conferences shall be scheduled in which parents and
22 teachers may discuss any pertinent problems or other matters of concern regarding the development
23 and education of each student. These scheduled conferences shall not use any portion of the 180
24 days of classroom instruction.⁴ The Director of Schools shall be responsible for scheduling and
25 coordinating system-wide conferences.

26 Conferences shall be physically accessible to all students, parents and/or guardians.⁵

27 **REPORTS OF WITHDRAWALS**

28 The Director of Schools/Attendance Director shall be responsible for complying with state laws and
29 regulations relating to the reporting of withdrawals of students, and the Director of Schools is
30 authorized to develop procedures to ensure compliance.⁶

Legal References

1. TRR/MS 0520-01-03.05(3)(a); TCA 49-6-901
2. Public Acts of 2025, Chapter No. 330
3. TCA 49-6-3017; TCA 55-50-512(a)(d)
4. TCA 49-6-7002
5. 28 CFR § 36.201-2
6. TCA 49-6-3017

Cross References

School Calendar 1.800
Section 504 & ADA Grievance Procedures 1.802
Grading System 4.600
Promotion and Retention 4.603
Staff Time Schedules 5.602
Attendance 6.200
Withdrawals 6.207

Collierville Schools Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Personnel Goals	Descriptor Code: 5.100	Issued Date: 06/24/25
		Rescinds: 5.100	Issued: 10/22/24 04/08/14

The Board's personnel goals are:

1. To recruit and employ the best qualified individuals to staff the school system;
2. To provide compensation, benefits, and working environments sufficient to attract and retain qualified employees;
- ~~3. To set goals for educator diversity that take into consideration the diversity of the student population;†~~
4. To provide an in-service training program for all employees to improve their performance;
5. To conduct an evaluation program that will contribute to the continuous improvement of staff performance; and
6. To ensure that personnel are assigned so that they are utilized as effectively as possible.

Legal References

- ~~† State Board of Education Policy 5.700;
TGA 49-1-302(g)~~

Cross References

School District Goals 1.700

Collierville Schools Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: 06/24/25
		Rescinds: 5.119	Issued: 10/22/24 07/18/23 08/23/22

2 *General!*

3 The Director of Schools may hire a retired individual if certain conditions are met as provided for in
4 state law. Prior to commencement of reemployment, the Director of Schools shall provide the required
5 employment information to the Tennessee Consolidated Retirement System (TCRS). In order to be
6 eligible for employment after retirement, a TCRS member must comply with the following:

- 7 1. The retired member must have a bona fide separation of service which includes a separation of
8 at least sixty (60) calendar days and no previous agreement to return to work after retirement;
9 and
- 10 2. The retired member may not accrue additional retirement benefits as a result of the member's
11 reemployment and may not draw disability retirement benefits.
12

13 **EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS²**

14 Retired members of the Tennessee Consolidated Retirement System (TCRS) may be employed for up
15 to one hundred twenty (120) days per year without loss of retirement benefits. Retired members may
16 substitute teach for additional days.¹

17 To continue receiving TCRS benefits, the following conditions must be met in addition to the general
18 standards above:

- 19 1. During a twelve-month period, the retiree must not work more than one hundred twenty (120)
20 days; and
- 21 2. The retired member's compensation must not exceed 60% of the annual full-time salary
22 received in the year immediately prior to the member's last paid day of covered employment.
23 This amount shall be adjusted by five percent (5%) for each year after that date.
24

25 The retired member may work beyond one hundred twenty (120) days as a substitute teacher if the
26 payment does not exceed the rate of compensation for substitute teachers filling similar vacant
27 positions.

28 ~~EMPLOYMENT CONTRACTS FOR ONE YEAR~~

29 ~~The Director of Schools may employ retired teachers. Retirement benefits will not be lost or~~
30 ~~suspended under certain conditions which include, but are not limited to, the following:²~~

- 1 ~~1. The retired teacher shall hold a valid license and shall not be entitled to tenure status;~~
- 2
- 3 ~~2. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave,~~
- 4 ~~or receive medical insurance coverage; and~~
- 5
- 6 ~~3. The salary paid to the retired teacher shall not be less than the rate of compensation set by the~~
- 7 ~~Board for teachers with no experience filling similar positions or more than eighty-five percent~~
- 8 ~~(85%) of the rate of compensation set by the Board for teachers with comparable training and~~
- 9 ~~years of experience filling similar positions.~~

10 **ADDITIONAL EMPLOYMENT OPTION FOR RETIREES³**

11 Retired members of TCRS or a similar system may be offered reemployment for up to one (1) year as
12 a kindergarten through twelfth (K-12) grade teacher, substitute teacher, or bus driver under the
13 following conditions:

- 14 ~~1. The retired member has been retired for at least sixty (60) calendar days;~~
- 15
- 16 ~~2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of~~
- 17 ~~the retirement allowance;~~
- 18
- 19 ~~3. The retired member is not drawing disability retirement benefits; and~~
- 20
- 21 ~~4. The retired member can't accrue additional retirement benefits.~~
- 22
- 23 ~~5. The retired member's employment period cannot be longer than one (1) year; however, the~~
- 24 ~~retired member can be reemployed for additional one (1) year periods.~~

25 ~~The Director of Schools shall notify TCRS of the member's reemployment. Once the retired member~~
26 ~~is hired by the district, the district shall pay TCRS as prescribed by state law. The school district shall~~
27 ~~pay to TCRS during the period of reemployment the greater of one (1) a payment equal to the amount~~
28 ~~the school district would have contributed to TCRS; or two (2) an amount equal to five percent (5%)~~
29 ~~of the retired member's pay rate.~~

30 **HARD TO FILL POSITIONS³**

31 The Director of Schools may contract with retired members for hard to fill positions if the following
32 conditions are met in addition to the general standards above:

- 33 1. During the reemployment, the retirement benefit payable to the retiree must be reduced to
- 34 seventy percent (70%) of the retirement allowance the member would have otherwise been
- 35 entitled to receive; and
- 36
- 37 2. The retired member's reemployment must not exceed one (1) year, but the retired member may
- 38 be reemployed for additional one-year periods per state law.

39 The Director of Schools shall certify to TCRS that the employee is being rehired in a hard-to-fill
40 position. In order to qualify, one or more of the following conditions must be established:

- 1 1. It is difficult to recruit and retain qualified employees for the position;
- 2 2. The position requires specialized certification, credentials, or education;
- 3 3. The demand for the position exceeds the supply;
- 4 4. The position is in high demand in the marketplace;
- 5 5. The position is filled by key personnel;
- 6 6. The position requires specific skills and experience; or
- 7 7. The position has other unique recruitment or retention issues identified and documented by the
- 8 Director of Schools.

15 Once the retired member is hired, the district shall pay TCRS the greater of: (1) a payment equal to the
16 amount the employer would have contributed to the retirement system during the period of
17 reemployment; or (2) an amount equal to five percent (5%) of the retired member's earnable
18 compensation.

Legal References

1. TCA 8-36-805; Public Acts of 2023, Chapter No. 425 TCA 8-36-809; Public Acts of 2025, Chapter No. 159
2. TCA 8-36-821; Public Acts of 2023, Chapter No. 425 TCA 8-36-805; Public Acts of 2025, Chapter No. 159
3. TCA 8-36-822; Public Acts of 2023, Chapter No. 425 TCA 8-36-809; Public Acts of 2025, Chapter No. 159

Cross References

Application and Employment 5.106
Substitute Teachers 5.701

Collierville Schools Board of Education

Monitoring: Review: Annually in October	Descriptor Term: Family and Medical Leave	Descriptor Code: 5.305	Issued Date: 06/24/25
		Rescinds: 5.305	Issued: 10/22/24 07/18/23 12/10/19 04/12/16 04/08/14

1

2 PURPOSE

3 To entitle employees to take reasonable leave for medical reasons, for the birth or adoption of a child,
4 and for the care of a child, spouse or parent who has a serious health condition.

5 ELIGIBILITY

6 Anyone who has been employed for at least twelve (12) months by Collierville Schools and has at
7 least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service
8 for purposes of FMLA eligibility¹) during the previous twelve (12) month period shall be eligible to use
9 FMLA leave.²

10 GENERAL PRINCIPLES

11 An eligible employee shall be granted, upon request, up to twelve (12) weeks unpaid leave during a
12 rolling 12-month period for the following reasons:

- 13 1. The birth and care of a child;
- 14 15 2. The placement of a child with the employee for adoption or foster care;
- 16 17 3. A serious health condition of the employee that makes the employee unable to perform the
18 essential functions of his or her job position;
- 19 20 4. The care of a spouse, child, parent, or next of kin of the employee who has a serious health
21 condition; and
- 22 23 5. Any qualifying circumstances arising out of the fact that a spouse, child, or parent of the
24 employee is on covered active duty or has been notified of an impending call or order to
25 covered active duty in the Armed Forces.

26 Granting of leave under this policy shall be subject to, and in accordance with, the provisions of
27 applicable federal and state laws. An employee may substitute accrued paid leave for unpaid time. Use
28 of accrued paid leave shall run concurrently with and be counted toward the employee's total period of
29 FMLA leave.

30

1 MATERNITY/PATERNITY LEAVE

- 2 1. *Relationship between FMLA leave and Tennessee Maternity Leave Act*- FMLA leave shall run
3 concurrently with leave provided under the Tennessee Maternity Act, which affords eligible
4 employees leave for a period not to exceed four (4) months for the adoption, pregnancy,
5 childbirth, and nursing of a newborn child.³
6
- 7 2. *Teachers' Leave*- In accordance with state law, any teacher who goes on maternity/paternity
8 leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave
9 for maternity/paternity leave purposes. In order to be eligible to use sick leave, written request
10 of the teacher accompanied by a statement from the teacher's physician verifying pregnancy
11 shall be submitted. Upon verification by a written statement from an adoption agency or other
12 entity handling an adoption, a teacher may also be allowed to use accumulated leave for
13 adoption of a child. If both adoptive parents are teachers employed by the district, however,
14 only one (1) parent is entitled to use such leave.⁴
15
- 16 3. Spouses who are both eligible employees of the school district are limited to a combined total
17 of twelve (12) workweeks of FMLA leave in a single twelve (12) month period if the leave is
18 taken for the birth and care of a newborn child, for the placement of a child for adoption or
19 foster care, or to care for a parent who has a serious health condition. Under certain
20 circumstances, spouses who share leave for the birth or adoption of a child may be eligible for
21 limited amounts of additional leave for other qualifying FMLA reasons.⁵
22
- 23 4. *Paid Parental Leave* – Under state law, an additional six (6) work weeks of paid leave is
24 available to eligible employees after a birth, stillbirth, or adoption of a newly placed minor
25 child.⁶ An eligible employee taking leave under this provision shall not be required to utilize
26 any other type of accrued leave during this period. Eligible employees include teachers,
27 principals, supervisors, or other individuals required by law to hold a valid license of
28 qualification for employment ~~who have been employed with a school district full time for at-~~
29 ~~least twelve (12) consecutive months~~ and who meet the following requirements:
30
 - 31 a. Possess a valid license or an emergency credential issued by the Department of
32 Education per TCA 49-5-106, required for the position the employee holds;
 - 33 b. Have been employed with the district full time for at least twelve (12) consecutive
34 months in a position for which the employee is required by law to hold the license or an
35 emergency credential referenced above at the time of the qualifying event; and
36
 - 37 c. Have held a valid license or an emergency credential issued by the Department of
38 Education per TCA 49-5-106 for the entire twelve consecutive months of fulltime
39 employment.
40

41
42 Employees shall provide notice to the school district thirty (30) calendar days prior to the
43 intended use of the leave. If the employee learns about the need for leave less than thirty (30)
44 calendar days in advance, the employee shall give notice as soon as reasonably possible in
45 order to be eligible for the paid leave. ~~This paid leave does not need to be taken consecutively;~~

1 ~~however, the paid leave shall be used within twelve (12) months of the qualifying event.~~ This
2 paid leave shall be either: (1) taken consecutively, except in extenuating circumstances, as
3 determined by the Director of Schools; or (2) taken nonconsecutively, but in increments of no
4 less than one (1) week. The paid leave shall be used within twelve (12) months of the
5 qualifying event and shall run concurrently with FMLA leave.⁶⁷

6 LEAVE FOR A SERIOUS HEALTH CONDITION⁷⁸

7 Eligible employees, upon request, shall be granted up to twelve (12) weeks of unpaid leave when
8 he/she is unable to work because of a serious health condition or to care for an immediate family
9 member with a serious health condition. Granting of such leave shall be subject to the provisions of
10 applicable federal and state laws. Employees shall contact Human Resources to determine if the reason
11 for leave qualifies as FMLA leave. If the leave is foreseeable, the employee shall give thirty (30)
12 calendar days' notice. If the leave is not foreseeable, the employee shall notify Human Resources as
13 soon as practicable—generally, either the same or next business day.

14 LEAVE FOR MILITARY FAMILY MEMBERS

15 1. *Qualifying Exigency Leave*⁹⁹ - Eligible employees are entitled to up to twelve (12) workweeks
16 of leave because of any "qualifying exigency" arising out of the fact that the spouse, son,
17 daughter, or parent of the employee, as defined under the FMLA, is on active duty, or has been
18 notified of an impending call to active duty, or has been notified of an impended call to active
19 duty status in the Armed Forces. Qualifying exigencies may include:

- 20 a. Issues arising from the service member's short notice deployment;
- 21 b. Military events and related activities (e.g. official ceremonies, support programs);
- 22 c. Making or updating financial and legal arrangements;
- 23 d. Attending counseling;
- 24 e. Taking up to fifteen (15) days leave to spend time with a covered service member who
25 is on short-term rest and recuperation leave during deployment; or
- 26 f. Attending post-deployment activities.

27
28
29 2. *Military Caregiver Leave*¹⁰⁰ - An eligible employee who is the spouse, son, daughter, parent, or
30 next of kin of a covered service member or covered veteran with a serious injury or illness is
31 entitled to up to twenty-six (26) workweeks of leave in a "single twelve (12) month period." A
32 covered service member is a current member of the Armed Forces, including a member of the
33 National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is
34 otherwise in out-patient status, or is otherwise on the temporary disability retired list for a
35 serious injury or illness.

36
37 A covered veteran is an individual who was a member of the Armed Forces at any time during
38 the period of five (5) years preceding the date of the medical treatment, recuperation, or therapy
39 that has a serious injury or illness who is currently receiving medical treatment, recuperation, or
40 therapy.

41
42 The calculation of this five (5) year period shall not include the interval of October 28, 2009
43 through March 8, 2013. The "single twelve (12) month period" for military caregiver leave

1 begins on the first day the employee takes leave for this reason and ends twelve (12) months
2 later. An eligible employee is limited to a combined total of twenty-six (26) workweeks of
3 leave to provide care for a covered service member. The maximum of twenty-six (26)
4 workweeks may include no more than twelve (12) workweeks of leave that is taken for the
5 birth and care of a newborn child, for the placement of a child for adoption or foster care, for
6 care of a parent who has a serious health condition, or for the employee's own serious health
7 condition.

8 **INTERMITTENT LEAVE¹⁰¹¹**

9 Eligible employees may take FMLA leave intermittently when medically necessary to care for a
10 seriously ill family member, because of the employee's own serious health condition, or for the care for
11 a newborn, a newly adopted child, or a newly placed foster care child. When a licensed employee
12 requests foreseeable leave for planned medical treatment and the employee would be on leave for
13 greater than 20% of the total number of working days in the period during which the leave would
14 extend, the school district may require that such employee elect either to take the leave for periods of a
15 particular duration, not to exceed the duration of the planned medical treatment, or to transfer
16 temporarily to an available alternative position offered by the school district for which the employee is
17 qualified and that has equivalent pay and benefits and better accommodates recurring periods of leave.

18 **RESTRICTIONS**

19 1. Notice Requirements

- 20
- 21 a. *Employee Notice¹¹¹²*- For foreseeable leave, the employee shall provide the Director of
22 Schools with at least thirty (30) calendar days written notice before the beginning of the
23 anticipated leave.
- 24
- 25 b. *District Notice*- Once it has been established that the leave requested qualifies for
26 FMLA, the Director of Schools/designee shall notify the employee within three (3)
27 business days (absent extenuating circumstances) that any leave taken pursuant to state
28 leave statutes (paid vacation leave, personal leave, sick leave, or workers'
29 compensation) shall run concurrently with FMLA leave.¹²¹³ The notice may be given
30 orally or in writing. If the notice is oral, it shall be confirmed in writing, no later than
31 the following pay day.¹³¹⁴

32 2. Certification Requirement¹⁴¹⁵

- 33
- 34 a. The Director of Schools may require that a request for leave be supported by certifi
35 cation issued by a health care provider with the following information:
- 36
- 37 i. The date on which the serious health condition commenced;
- 38 ii. The probable duration of the condition;
- 39 iii. The appropriate medical facts within the knowledge of the health care provider
40 regarding the condition; and
- 41 iv. A statement that the eligible employee is needed to care for the son, daughter,
42 spouse, or parent and an estimate of the amount of time that such employee is
43

1 needed.

- 2
- 3 b. If there is any reason to doubt the validity of the certification provided, the Director of
- 4 Schools may require, at the expense of the school district, an opinion of a second health
- 5 care provider.

6

7 3. Period Near the End of an Academic Term (Professional Employees)¹⁵¹⁶

8

- 9 a. If leave is taken more than five (5) weeks prior to the end of the term, the Director of
- 10 Schools may require the employee to continue taking leave until the end of the term if
- 11 the leave is at least three (3) weeks of duration and the return of employment would
- 12 occur during the three (3) week period before the end of the term.
- 13
- 14 b. If the leave is taken five (5) weeks prior to the end of the term, the Director of Schools
- 15 may require the employee to continue taking leave until the end of the term if the leave
- 16 is greater than two (2) weeks duration and the return to employment would occur during
- 17 the two (2) week period before the end of the term.

18 **REQUIREMENTS OF THE BOARD¹⁶¹⁷**

- 19 1. The employee shall be restored to the same position of employment or an equivalent position with no
- 20 loss of benefits, pay or other terms of employment.
- 21 2. The employee shall be kept under any group health plan for the duration of the leave.
- 22 3. The Board may recover the premium paid under the following conditions:
- 23 a. the employee fails to return from leave after the period of leave has expired; or
- 24 b. the employee fails to return to work for a reason other than the continuation, recurrence, or
- 25 onset of a serious health condition or other circumstances beyond the control of the employee.

26

1

Legal References

1. *Hinson v. Tecumseh Products Co.*, 2000 U.S. App. LEXIS 26778, at *1—10 (6th Cir. Oct. 17, 2000)
2. 29 USCA § 2601, 2611—2619
3. TCA 49-5-702; TCA 4-21-408
4. TCA 49-5-710(a)(2); TCA 8-50-802(a)(4)
5. 29 CFR § 825.120(a)(3)
6. **Public Acts of 2025, Chapter No. 235**
7. TCA 8-50-814; **Public Acts of 2025, Chapter No. 235**
8. 29 CFR § 825.113
9. 29 CFR § 825.126
10. 29 CFR § 825.124; 29 CFR § 825.127
11. 29 CFR § 825.202
12. 29 CFR § 825.302-825.304
13. 29 CFR § 825.207
14. OP Tenn. Atty Gen 94-006 (Jan 13, 1994); *Plant v. Morton International, Inc.*, 212 F. 3d 929, 932 (6th Cir. 2000)
15. 29 CFR § 825.305-825.313
16. 29 CFR § 825.602
17. 29 USCA § 2614

Cross References

- Sick Leave 5.302
Long-Term Leaves of Absence 5.304

Collierville Schools Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Discrimination / Harassment of Employees (Age, Gender, Race, Ethnicity, Religion, Disability)	Descriptor Code: 5.500	Issued Date: 06/24/25
		Rescinds: 5.500	Issued: 10/22/24 04/08/14

GENERAL STATEMENT

Employees shall be provided a work environment free from sexual, racial, ethnic and religious discrimination/ harassment (including the definition of antisemitism found in policy 4.100). It shall be a violation of this policy for any employee or any student to discriminate against or harass an employee through disparaging conduct or communication that is sexual, racial, ethnic or religious in nature. The following guidelines are set forth to protect employees from discrimination/ harassment.

HARASSMENT DEFINED AND PROHIBITED

Employee discrimination/harassment will not be tolerated.¹ Discrimination/harassment is defined as conduct, advances, gestures and/or words—either written or spoken—of a sexual, racial, ethnic or religious nature that:

1. Unreasonably interfere with the individual's work or performance; or
2. Create an intimidating, hostile or offensive work environment; or
3. Imply that submission to such conduct is made an explicit or implicit term of employment; or
4. Imply that submission to or rejection of such conduct will be used as a basis for an employment decision affecting the harassed employee.

Alleged victims of sexual, racial, ethnic and religious discrimination/harassment shall report these incidents immediately.² This report should be made to the immediate supervisor, except when the immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report may be made to the Federal Rights Coordinator. Allegations of discrimination/harassment shall be fully investigated (as set forth in *Complaints and Grievances* 5.501). An oral complaint may be submitted; however, such complaint must be reduced to writing to ensure a more complete investigation. The complaint should include the following information:

1. Identity of the alleged victim and person accused;
2. Location, date, time and circumstances surrounding the alleged incident;
3. Description of what happened;
4. Identity of witnesses; and
5. Any other evidence available.

1 The privacy and anonymity of all parties and witnesses to complaints will be respected.
2 However, because an individual's need for confidentiality must be balanced with obligations
3 to cooperate with police investigations or legal proceedings, to provide due process to the
4 accused, to conduct a thorough investigation or to take necessary action to resolve a
5 complaint, the identity of parties and witnesses may be disclosed in appropriate
6 circumstances to individuals with a need to know.

7 A substantiated charge against an employee shall result in disciplinary action up to and
8 including termination. A substantiated charge against a student may result in corrective or
9 disciplinary action up to and including suspension.

10 There will be no retaliation against any person who reports discrimination/harassment or
11 participates in an investigation. However, any employee who refuses to cooperate or gives
12 false information during the course of any investigation may be subject to disciplinary action.
13 The willful filing of a false report will itself be considered harassment and will be treated as
14 such.

15 An employee disciplined for violation of this policy may appeal the decision by contacting the
16 Federal Rights Coordinator.

17

18

Legal References

1. 29 CFR §1604.11; TCA 5-23-104; Public Acts of 2025, Chapter No. 293
2. 20 U.S.C. § 1681

Cross References

Appeals To & Appearances Before the Board 1.404
Equal Opportunity Employment 5.104
Complaints and Grievances 5.501
Title IX & Sexual Harassment 6.3041

Collierville Schools Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: <h2 style="text-align: center;">Substitute Teachers</h2>	Descriptor Code: 5.701	Issued Date: 06/24/25
		Rescinds: 5.701	Issued: 10/22/24 06/25/24 08/23/22 10/26/21 12/10/19 11/19/19 04/18/14

1

2 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies
 3 until a licensed teacher is available.^{1,2} Substitute teachers may be employed and paid directly by the
 4 Board of Education or by a third-party public or private employer through an agreement between such
 5 third-party employer and the Board of Education.

6 Substitute teachers employed by third party entities shall be subject to the same unemployment benefit
 7 eligibility conditions as substitute teachers employed directly by the Board of Education.²

8 **APPLICATION/QUALIFICATIONS**

9 Criminal history record checks and fingerprinting of applicants for substitute teaching are required.³

10 Applicants with revoked or suspended licenses or certificates according to the Department of
 11 Education shall not be hired.⁴

12 Qualifications for substitute teachers shall be determined by the Director of Schools in compliance
 13 with Board policy, state laws and State Board of Education rules and regulations.

14 A list of substitute teachers will be prepared by the Chief of Human Resources or Human Resources
 15 designee who will maintain files that may include transcripts, credentials, recommendations, and other
 16 pertinent information.

17 **COMPENSATION**

18 If employed directly by the Board of Education, the compensation of substitute teachers shall be
 19 determined annually by the Board.

20 Retired teachers serving as substitutes who do not have an active teaching license shall be paid the
 21 same as a retired substitute teacher with an active teaching license. This only applies to teachers who
 22 retired after July 1, 2011 through July 1, 2016.⁵

23 **CERTIFICATION**

1 When substituting for a regular teacher who has been absent for ~~twenty (20)~~ **thirty (30)** consecutive
2 days, a substitute teacher must possess a teaching certificate with endorsement in the discipline(s) to be
3 taught or shall be a retired teacher that held the appropriate endorsement.⁶ When substituting for a
4 teacher without sick leave, the substitute shall be certified and paid according to the state salary
5 schedule.¹

6 **EMERGENCY NEEDS**

7 All teacher assistants, secretaries and other clerical personnel are approved substitute teachers for use
8 in emergency situations. Emergency use shall be defined as less than a full day due to the regular or
9 substitute teacher being unable to arrive on time or remain for the full day.

10 Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would
11 receive under similar circumstances or their regular salary, if higher; however, they shall not receive
12 pay for both positions at the same time.

13 **TRAINING AND ORIENTATION**

14 The Director of Schools shall be responsible for ensuring that there are appropriate training and
15 development programs for substitute teachers that includes the annual school safety training required
16 by state law.⁷

17 **RESPONSIBILITIES**

18 Substitute teachers shall assume the same responsibilities as the regular teacher, including, but not
19 limited to, bus duty and playground supervision.

21 **RE-EMPLOYMENT/TERMINATION**

22 On an annual basis, the Director of Schools, with input from the principals, shall determine which
23 substitute teachers performed at an acceptable level. Substitute teachers who performed below an
24 acceptable level shall not be re-employed.

25 All substitutes shall be responsible for providing correct addresses and phone numbers and for
26 notifying the principal and/or third-party employer if they wish to terminate their services as
27 substitutes.

28

Legal References

Cross References

1. [TRR/MS 0520-01-02-.04\(5\)](#)
2. [TCA 49-5-709](#)
3. [TCA 49-5-413\(a\)\(2\)](#)
4. [TCA 49-2-203\(a\)\(14\)\(C\)](#)
5. [TCA 49-3-312\(b\)](#)
6. [TCA 49-3-312\(a\); TRR/MS 0520-01-02-.04\(5\)\(b\); Public Acts of 2025, Chapter No. 235](#)
7. ~~Public Acts of 2024, Chapter No. 735; TCA 49-2-203(a)(14)(A); TCA 49-6-805(7)~~

Background Investigations 5.118
Employment of Retirees 5.119

Collierville Schools Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="margin: 0;">Attendance</h2>	Descriptor Code: 6.200	Issued Date: 04/29/25
		Rescinds: 6.200	Issued: 07/18/23 07/26/22 08/24/21 11/09/19 08/22/18 06/28/18 09/08/15 02/10/15 07/07/14

1

2 Attendance is a key factor in student achievement and, therefore, students are expected to be present
 3 each day school is in session. The Director of Schools/designee shall develop appropriate
 4 administrative procedures to implement this policy.

5 The attendance supervisor shall oversee the entire attendance program, which shall include:¹

- 6 1. All accounting and reporting procedures and their dissemination;
- 7
- 8 2. Alternative program options for students who severely fail to meet minimum attendance
- 9 requirements;
- 10
- 11 3. Ensuring that all school age children attend school;
- 12
- 13 4. Providing documentation of enrollment status upon request for students applying for new or
- 14 reinstatement of driver's permit or license; and
- 15
- 16 5. Notifying the Department of Safety whenever a student with a driver's permit or license
- 17 withdraws from school.²

18 Student attendance records shall be given the same level of confidentiality as other student records.
 19 Only authorized school officials with legitimate educational purposes may have access to student
 20 information without the consent of the student or parent/guardian.³

21 Absences shall be classified as either excused or unexcused as determined by the principal/designee.
 22 Excused absences shall include:⁴

- 23 1. Personal illness/injury;
- 24
- 25 2. Illness of immediate family member;
- 26
- 27 3. Death in the family;
- 28

- 1 4. Extreme weather conditions;
- 2
- 3 5. Religious observances;⁵
- 4
- 5 6. Pregnancy;
- 6
- 7 7. School endorsed activities
- 8
- 9 8. Summons, subpoena, or court order; or
- 10
- 11 9. Circumstances that, in the judgment of the principal, create emergencies over which the student
- 12 has no control.

13
14 The principal shall be responsible for ensuring that:⁶

- 15 1. Attendance is checked and reported daily for each class;
- 16
- 17 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for
- 18 the majority of the day;
- 19
- 20 3. All student absences are verified;
- 21
- 22 4. Written excuses are submitted for absences and tardiness;
- 23
- 24 5. System-wide procedures for accounting and reporting are followed.
- 25

26 **TRUANCY**

27 *General*

28
29 Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that
30 attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled
31 school day in order to be counted present. Students may attend part-time days, alternating days, or for a
32 specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be
33 considered present for school attendance purposes.⁶ If a student is required to participate in a remedial
34 instruction program outside of the regular school day where there is no cost to the parent(s)/guardian(s)
35 and the school system provides transportation, unexcused absences from these programs shall be
36 reported in the same manner.⁷

37 A student who is absent five (5) days without adequate excuse shall be reported to the Director of
38 Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's
39 absence. If a parent/guardian does not provide documentation within adequate time excusing those
40 absences, or request an attendance hearing, then the Director of Schools shall implement the
41 progressive truancy intervention plan described below prior to referral to juvenile court.

1 *Progressive Truancy Intervention Plan*⁸

2 Prior to referral to juvenile court, the following progressive truancy intervention plan will be
3 implemented.

4 **Tier I**

5 Tier I of the progressive truancy plan shall apply to all students within the district and include
6 schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall
7 include, but are not limited to, providing parents and students information and guidance on the value of
8 student attendance; providing student with various incentives for good attendance; and providing
9 parents with regular notification of their student's attendance.

10 **Tier II**

11 Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5)
12 unexcused absences, but before referral to juvenile court, and includes the following:

- 13 1. A conference with the student and the student's parent(s)/guardian(s);
14
15 2. An attendance contract, based on the conference, signed by the student, the
16 parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:
17
18 a. A specific description of the school's attendance expectations for the student;
19 b. The period for which the contract is effective; and
20 c. Penalties for additional absences and alleged school offenses, including additional
21 disciplinary action and potential referral to juvenile court.
22
23 3. Regularly scheduled follow-up meetings to discuss the student's progress; and
24
25 4. A school/district employee shall conduct an individualized assessment detailing the reasons a
26 student has been absent from school. The employee may refer the student to counseling,
27 community-based services, or other services to address the student's attendance problems.

28 **Tier III**

29 Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III may
30 consist of the following interventions: school-based community services; participation in a school-
31 based restorative justice program; Saturday or after-school courses designed to improve attendance and
32 behavior; and/or a district level attendance review conference with the student and/or the student's
33 parent(s)/guardian(s). The interventions shall address students' needs in an age-appropriate manner.
34 Finalized plans shall be approved by the Director of Schools/designee.

1 CREDIT/PROMOTION DENIAL

2 Credit/promotion denial determinations may include student attendance; however, student attendance
3 may not be the sole criterion.¹¹ If attendance is a factor, prior to credit/promotion denial, the following
4 shall occur:

- 5 1. Parents and students shall be advised if a student is in danger of credit/promotion denial due to
6 excessive absenteeism.
- 7 2. Procedures in due process are available to the student when credit or promotion is denied.

8 NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY⁹

9 A principal/designee may excuse a student to participate in non-school sponsored extracurricular
10 activities. The principal shall document the approval in writing and shall excuse no more than ten (10)
11 absences each school year. No later than seven (7) business days prior to the student's absence, the
12 student shall provide documentation to the school as proof of the student's participation along with a
13 written request for the excused absence from the student's parent/guardian. The request shall include
14 the following:

- 15 1. Student's name and personal identification number;
- 16 2. Student's grade;
- 17 3. The dates of the student's absence;
- 18 4. The reason for the student's absence; and
- 19 5. The signatures of the student and parent/guardian.

20 In the case of sibling absences, requests must be submitted to each sibling's individual school.

21 RELEASED TIME COURSE¹⁰

22 A principal/designee may excuse a student to attend a course in religious moral instruction for up to
23 one (1) class period per school day. Students shall not be excused during any class that requires an
24 examination for state or federal accountability purposes. Students shall only be permitted to attend
25 courses provided by entities that certify in writing that they have complied with the background check
26 requirements outlined in state law.¹³

27 The student shall submit a written consent form signed by the student's parent/guardian prior to
28 participation in the released time course. The principal/designee shall document the approval in
29 writing. The student shall provide documentation to the principal/designee as proof of the student's
30 participation in the released time course.

31 The district shall not be responsible for transporting students to and from the place of instruction.

32 Upon submission of the student's transcript from the entity that provided the released time course, the
33 student may be awarded one (1) unit of elective credit.

34 The Director of Schools shall develop procedures with secular criteria for determining whether credit
35 shall be awarded.

1 STATE-MANDATED ASSESSMENT

2 Students who are absent the day of the scheduled end-of-course (EOC) exams shall present a signed
3 doctor's excuse or shall have been given an excused release by the principal prior to testing to receive
4 an excused absence. Students who have excused absences will be allowed to take a make-up exam.
5 Excused students will receive an incomplete in the course until they have taken the EOC exam.

6 Students who have an unexcused absence shall receive a failing grade on the EOC exam, which shall
7 be averaged into their final grade.

8 DRIVER'S LICENSE REVOCATION²

9 More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any
10 semester renders a student ineligible to retain a driver's permit or license, or to obtain such if of age.

11 ATTENDANCE HEARING¹²

12 Students with excessive (more than 5) unexcused absences or those in danger of credit/promotion
13 denial shall have the opportunity to appeal to an attendance hearing committee appointed by the
14 principal. If the student chooses to appeal, the student or their parent/guardian shall be provided
15 written or actual notice of the appeal hearing and shall be given the opportunity to address the
16 committee. The committee will conduct a hearing to determine if any extenuating circumstances exist
17 or to determine if the student has met attendance requirements that will allow his/her to pass the course
18 or be promoted. Upon notification of the attendance committee decision, the principal shall send
19 written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of
20 any action taken regarding the excessive unexcused absences. The notification shall advise
21 parents/guardian(s) of their right to appeal such action within two (2) school days to the Director of
22 Schools/designee.

23 The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

24 Within five (5) school days of the Director of Schools/designee rendering a decision, the student's
25 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
26 Following the review, the Board may affirm or overturn the decision of the Director of
27 Schools/designee. The action of the Board shall be final.

28 The Director of Schools/designee shall ensure that this policy is posted in each school building and
29 disseminated to all students, parents, teachers and administrative staff.

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c)
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. TCA 49-6-3021
8. TCA 49-6-3007; TCA 49-6-3009
9. TCA 49-6-3022
10. TCA 49-2-130
11. TCA 49-2-203(b)(7); TCA 49-6-3002(b);
~~Public Acts of 2023, Chapter No. 130~~
12. TRR/MS 0520-01-02-.17(7)
13. Public Acts of 2025, Chapter No. 401

Cross References

School Calendar 1.800
Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Reporting Student Progress 4.601
Promotion and Retention 4.603
Recognition of Religious Beliefs, Customs, & Holidays
4.603
Voluntary Pre-K Attendance 6.2011
Homeless Students 6.503
Students in Foster Care 6.505
Students from Military Families 6.506
Student Records 6.600

Collierville Schools Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Questioning Students and Searches	Descriptor Code: 6.303	Issued Date: 06/24/25
		Rescinds: 6.303	Issued: 04/29/25 05/13/14

1

2 **INTERROGATIONS QUESTIONING BY SCHOOL PERSONNEL**

3 Students may be questioned by teachers or principals about any matter pertaining to the operation of
4 a school and/or the enforcement of its rules. Questioning shall be conducted discreetly and under
5 circumstances that will avoid unnecessary embarrassment to the student. Any student answering
6 falsely or evasively or refusing to answer a question may be subject to disciplinary action, including
7 suspension.

8 If a student is suspected or accused of misconduct or infraction of the student code of conduct, the
9 principal may interrogate the student without the presence of parent(s)/guardian(s).

10 **INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)**

11 If the principal has requested assistance by law enforcement to investigate a crime involving his/her
12 school, the police may interrogate a student suspect in school during school hours. The principal shall
13 first attempt to notify the parent(s)/guardian(s) of the student of the intended interrogation unless
14 circumstances require otherwise. However, the interrogation may proceed without attendance of the
15 parent(s)/guardian(s), and the principal or his/her designee shall be present during the interrogation.¹
16 The use of female police officers or female staff members is desirable in the interrogation of female
17 students.

18 **POLICE-INITIATED INTERROGATIONS**

19 If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated
20 crimes committed outside of school hours, the police department shall first contact the principal
21 regarding the planned interrogation and inform him/her of the probable cause to investigate. The
22 principal shall make reasonable effort to notify the parent(s)/guardian(s) of the interrogation unless
23 circumstances require otherwise. The interrogation may proceed without attendance of the
24 parent(s)/guardian(s), but the principal or his/her designee shall be present during the interrogation.¹

25 **SEARCHES BY SCHOOL PERSONNEL**

26 The school principal shall authorize all searches at the outset per state law.² All principal initiated
27 searches shall be conducted by a school security officer or a school administrator who has completed
28 the state required training.³ The following conditions shall apply to principal initiated searches:

29 **1. All the following standards of reasonableness must be met:**

30 **a. A particular student has violated school policy;**

31 **b. The search will yield evidence of the violation of school policy or will lead to finding**
32 **dangerous weapons, drugs, or drug paraphernalia;**

- c. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision, and education;
- d. The search is not conducted for the sole purpose of discovering evidence to be used in criminal prosecution; and
- e. The search shall be reasonably related to the objectives of the search and not excessively intrusive considering the age and sex of the student as well as the nature of the alleged infraction;⁴

2. A school administrator shall be on-site at any principal-initiated search;

3. A school administrator shall oversee the search and may end the search at any time; and

4. If a student is under the age of eighteen (18), the principal must notify the student's parent or guardian within a reasonable time of the search³

If a school resource officer searches a student, based on having probable cause, the principal shall notify the Director of Schools/designee.⁵

In order to ensure a safe and secure learning environment, the Director of Schools shall develop procedures regarding the searching of students, lockers, vehicles, and containers that are consistent with state and federal law. The Director of Schools shall develop additional procedures to ensure compliance with all of the provisions of the School Security Act of 1981.⁶

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#)
4. [TCA 49-6-4205\(b\)](#)
5. [State v. R.D.S., No. M200801724COAB3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Cross References

Procedural Due Process 6.302
Reporting Child Abuse 6.409

Collierville Schools Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Discrimination, Harassment, Bullying, Cyberbullying and Intimidation	Descriptor Code: 6.304	Issued Date: 06/24/25
		Rescinds: 6.304	Issued: 04/29/25 07/12/16 05/13/14

The Collierville Schools Board of Education has determined that a safe, civil, and supportive environment in school is necessary for students to learn and achieve high academic standards. In order to maintain that environment, acts of bullying, cyberbullying, discrimination (including the definition of antisemitism found in policy 4.100), harassment, intimidation, hazing or any other victimization of students, based on any actual or perceived traits or characteristics, are prohibited.¹

This policy shall cover behaviors of students and employees while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop. If the act takes place off school property or outside of a school-sponsored activity, this policy is in effect if the conduct is directed specifically at a student or students and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.

This policy shall be disseminated annually to all school, staff, students, and parent(s)/guardian(s).²

The principal/designee is responsible for educating and training respective staff and students as to the definition and recognition of discrimination/harassment.³

The Director of Schools/designee shall develop forms and procedures to ensure compliance with the requirements of this policy and state/federal laws.

DEFINITIONS⁴

Bullying/Intimidation/Harassment - An intentional act that substantially interferes with a student's educational benefits, opportunities, or performance, and the act has the effect of:

- Physically harming a student or damaging a student's property;
- Knowingly placing a student or students in reasonable fear of physical harm to the student or damage to the student's property;
- Causing emotional distress to a student or students; or
- Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, gender, age, disability, religion) that is severe, pervasive, or persistent and creates a hostile environment.

1 Cyberbullying - A form of bullying undertaken through the use of electronic devices. Electronic devices
2 include, but are not limited to, telephones, cellular phones or other wireless telecommunication
3 devices, text messaging, emails, social networking sites, instant messaging, videos, web sites or fake
4 profiles.

5 Hazing - An intentional or reckless act by a student or group of students that is directed against any
6 other student(s) that endangers the mental or physical health or safety of the student(s) or that
7 induces or coerces a student to endanger his/her mental or physical health or safety. Coaches and
8 other employees of the school district shall not encourage, permit, condone or tolerate hazing
9 activities.⁵

10 "Hazing" does not include customary athletic events or similar contest or competitions and is limited to
11 those actions taken and situations created in connection with initiation into or affiliation with any
12 organization.

13 **REPORTING COMPLAINTS**

14 Any student that believes that he/she is the subject of or has witnessed an act of harassment,
15 intimidation, bullying or cyberbullying shall report the conduct immediately to a teacher, school
16 counselor or school administrator.⁶

17 Any parent/guardian of a student who believes that his/her child is the subject of or has witnessed an
18 act of harassment, intimidation, bullying or cyberbullying shall report the conduct to any teacher,
19 school counselor, or school administrator.

20 Any Collierville Schools employee or other member of the Collierville Schools community, including
21 students, parents, volunteers, and visitors, that witnesses an act of harassment, intimidation, bullying
22 or cyberbullying shall report the conduct to a school building level principal/designee.

23 Reports of harassment, intimidation, bullying and/or cyberbullying may be made anonymously to any
24 school teacher, school counselor, school administrator or Collierville Schools Student Services
25 representative. All such reports will be immediately reported to the school principal. While reports
26 may be made anonymously, an individual's need for confidentiality must be balanced with obligations
27 to cooperate with police investigations or legal proceedings, to provide due process to the accused, to
28 conduct a thorough investigation or to take necessary actions to resolve a complaint. The identities of
29 parties and witnesses, therefore, may be disclosed in appropriate circumstances to individuals with a
30 need to know.

31 False accusations accusing another person of having committed an act addressed under this policy
32 are prohibited. Any student or employee found to have falsely accused someone of having committed
33 an act of harassment or intimidation, bullying or cyberbullying, as a means of harassment,
34 intimidation, bullying or cyberbullying, shall be disciplined in accordance with Collierville Schools
35 disciplinary policies and procedures.

36 **INVESTIGATIONS**

37 The principal/designee at each school shall be responsible for investigating and resolving all reports
38 of harassment, intimidation, bullying and/or cyberbullying. Once a report is received, the
39 principal/designee shall initiate an investigation within forty-eight (48) hours of receipt of the report,
40 unless the need for more time is appropriately documented.⁷

1 After the principal/designee has determined that a student was involved in an act of harassment,
 2 intimidation, bullying or cyberbullying, the principal/designee shall inform the parent/guardian of the
 3 student's involvement in act of harassment, intimidation, bullying or cyberbullying and provide
 4 information relative to the availability of counseling and/or support services by school counseling
 5 personnel or other resources, when needed or necessary.⁸

6 All investigations shall be completed and appropriate intervention taken within twenty (20) calendar
 7 days from the receipt of the initial report.⁴ Within the parameters of the federal Family Educational
 8 Rights and Privacy Act (FERPA)⁹, a written report of the findings of the investigations will be delivered
 9 to all parties involved and to the Director of Schools.¹⁰ When a complaint is filed alleging a violation of
 10 this policy where there is physical harm or the threat of physical harm to a student or a student's
 11 property, the principal/designee shall report the findings and any disciplinary actions taken to the
 12 Director of Schools and the Chair of the Board of Education.

13 CONSEQUENCES¹¹

14 School administrators shall consider the nature and circumstance of the incident, the age of the
 15 violator, the degree of harm, previous incidences or patterns of behavior, and any other appropriate
 16 factors, to respond properly to each situation.

17 Any substantiated charge against a student of harassment, intimidation, bullying and/or cyberbullying
 18 toward another student shall result in corrective or disciplinary action up to and including suspension
 19 in accordance with Collierville Schools disciplinary policies and procedures.

20 Any substantiated charge against an employee of harassment, intimidation, bullying and/or
 21 cyberbullying toward a student shall result in disciplinary action up to and including termination.

22 Any employee disciplined for violation of this policy may appeal the decision by contacting the
 23 Collierville Schools Federal Rights Coordinator. Any student disciplined for violation of this policy may
 24 appeal the decision in accordance with Collierville Schools disciplinary policies and procedures.

25 RETALIATION

26 Retaliation or reprisal against any person who reports or assists in any investigation of an act alleged
 27 in this policy is prohibited. The administrator shall determine the consequences and appropriate
 28 remedial action for a person who engages in retaliation or reprisal, after consideration of the nature,
 29 severity, and circumstances of the act and in accordance with Collierville Schools disciplinary policies
 30 and procedures.^{12,13}

Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686; **Public Acts of 2025, Chapter No. 293**
2. TCA 49-6-4503(b)(11)
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. TCA 49-2-120
6. TCA 49-6-4503(b)(5)
7. TCA 49-6-4503(b)(6)
8. TCA 49-6-4503(b)(14)
9. 20 USCA §§ 1232g
10. TCA 49-6-4503(d)(3)
11. TCA 49-6-4503(b)(4), (7)-(8)
12. TCA 49-6-4503(b)(9)
13. TCA 49-6-4503(b)(10)

Cross References

- Appeals To and Appearances Before the Board 1.608
 Staff-Student Relations 5.610
Title IX & Sexual Harassment 6.0341
Code of Conduct 6.300
 Student Complaints and Grievances 6.305
 Discipline Procedures 6.313

Collierville Schools Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Use of Personal Communication Devices and Electronic Devices	Descriptor Code: 6.312	Issued Date: 06/24/25
		Rescinds: 6.312	Issued: 04/29/25 05/11/15 07/07/14

DEFINITIONS

A "personal communication device" (PCD) is a device that emits an audible signal, vibrates, displays a message, or otherwise summons or delivers a communication to the possessor.

A "personal electronic device" is a device that can be used as a camera, a recorder, a video/sound player, or any such item that electronically transmits or receives a signal, image, sound file, data file or message.

PCDs and personal electronic devices include, but are not limited to, cell phones, tablets, gaming devices, laptops, mp3 players, cameras, wearable technology such as eyeglasses, rings or watches that can record, live stream or interact with wireless technology on school property.

"Use" means interacting, displaying, engaging with, holding, or operating a PCD and/or personal electronic device. Use shall include the device ringing, vibrating, beeping, or causing any type of disruption. Use shall also include passively recording, filming, streaming, broadcasting, or AirDropping, or Quick Sharing.

POSSESSION AND USE OF PERSONAL COMMUNICATION/ELECTRONIC DEVICES

~~Students may possess personal communication devices and personal electronic devices, including but not limited to cell phones, laptops, tablets, mp3 players, and cameras, on school property so long as such devices are turned off and stored in backpacks, purses or personal carry-alls. However, a teacher may grant permission for the use of these devices to assist with instruction in his/her classroom, and teachers are encouraged to integrate the devices into their course work. The principal or his/her designee may also grant a student permission to use such a device at his/her discretion.~~

Students are permitted to use personal communication/electronic devices in certain limited situations.

A student may be permitted to utilize a personal communication/electronic device under the following circumstances:

1. In case of emergency;
2. When authorized by a teacher;

- 1 3. To manage the student’s health, as documented in the student’s individual healthcare plan;
- 2
- 3 4. When the possession or use is required by the student’s individual education program, 504
- 4 plan, or individual learning plan; or
- 5
- 6 5. When the device is being used by a student with a disability for the operation of assistive
- 7 technology to increase, maintain, or improve the student’s functional capabilities.

8 **GRADES K-5**

9 Students may possess personal communication/electronic devices so long as such devices are turned

10 off and stored for the entirety of the school day unless one of the exceptions above applies.

11 **GRADES 6-12**

12 Students may possess personal communication/electronic devices so long as such devices are turned

13 off and stored during instructional time. During breaks throughout the school day (e.g., lunch, class

14 change), students may use personal communication/electronic devices.

15 **PENALTIES**

16 Unauthorized use or improper storage of a device will result in confiscation until such time as it may

17 be released to the student’s parent(s)/guardian(s). A student in violation of this policy is subject to

18 disciplinary action.

19 **NETWORK ACCESS**

20 While students, with permission, may use a personal communication/electronic device for

21 ~~instructional~~ approved purposes, they shall not connect the personal

22 communication/electronic device to the Collierville Schools network. In limited cases, student

23 access to the network will be considered, with final approval of the Collierville Schools

24 Technology Department. Students shall not share network access information, nor allow

25 others to use their log-in credentials. Those students who are granted access to Collierville

26 Schools network will be held to Board Policy #4.406, Use of the Internet.

27 **EMERGENCY COMMUNICATION PLAN**

28 In the event of an emergency or possible emergency occurring at school,

29 parent(s)/guardian(s) shall be alerted via the district’s mass communication system (currently

30 ParentSquare).

Legal References

Cross References

- 31 1. [Public Acts of 2025, Chapter No. 103](#)

Code of Conduct 6.300

Collierville Schools Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Wellness	Descriptor Code: 6.411	Issued Date: 06/24/25
		Rescinds: 6.411	Issued: 04/29/25 07/16/24 05/23/17 07/12/16

1
2 This policy reflects and affirms Collierville Schools' commitment to providing a school
3 environment that enhances learning and the development of lifelong wellness practices. This
4 policy will be reviewed and updated annually.

5 The Director of Schools, or his designee, will be responsible for overseeing the school
6 district's compliance with the Wellness policy.¹

7 To accomplish these goals:

- 8 1. School Nutrition Programs shall comply with federal, state and local requirements.^{2,3,4}
- 9 2. School Nutrition Programs are accessible to all children—both through reimbursable
10 school meals and other foods available throughout the school campus—in accordance
11 with Federal and State Nutrition Standards.
- 12 3. Comprehensive Health Education shall be provided and promoted at all grade levels,
13 which will help students learn and practice healthful behaviors throughout their lifetime.
- 14 4. Students shall have opportunities to be physically active before, during and after
15 school.
- 16 5. All school-based activities are consistent with local wellness policy goals.
- 17 6. The school environment is safe, comfortable, pleasing, and allows adequate time and
18 space for eating meals.
- 19 7. School staff shall be encouraged and supported to practice healthy nutrition and
20 physical activity behaviors in and out of school.
- 21 8. The District shall establish and maintain an infrastructure for management, oversight,
22 implementation, communication about and monitoring of the policy and it's established
23 goals and objectives.

24 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

25 Collierville Schools is committed to ensuring that the Center for Disease Control's (CDC's)
26 Coordinated School Health approach is implemented to manage new and existing wellness-
27 related programs and services at all schools. Such programs shall be implemented in
28 accordance with State Law and State Board of Education Coordinated School Health (CSH)
29 Standards and Guidelines.

1 Each school will complete the CDC's School Health Index annually and base school goals on
2 the results.⁵

3 **SCHOOL HEALTH ADVISORY COUNCIL**

4 A District School Health Advisory Council shall be established that shall serve as a resource
5 to school sites for implementing policies and procedures.^{6,7} The Council shall consist of
6 individuals representing the schools and the community. The primary responsibility of the
7 Council shall be developing recommendations regarding physical activity and nutrition
8 policies. The district's Coordinated School Health Supervisor shall serve as the Council Chair
9 and keep the minutes of each Council meeting.

10 Collierville Schools will consider the recommendations of the School Health Advisory Council
11 in making any policy changes that affect a healthy learning environment.

12 Additionally, each school will have a Healthy School Team consisting of teachers, students,
13 parents and administrators and will be required to hold Healthy School Team meetings four
14 (4) times during the school year to assess needs and oversee planning an implementation of
15 school health efforts.

16 **COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION⁸**

17 Collierville Schools recognizes that physical activity is extremely important to the overall
18 health of a child. Schools shall support and promote physical activity. Physical activity may be
19 integrated into any area of the school program.

20 Physical education classes shall be offered as part of a standards based program designed
21 to provide developmentally appropriate, moderate to vigorous physical activity as a integral
22 part of the class. All physical education classes shall comply with the State Board of
23 Education's Physical Education Standards. ~~In addition to the district's physical education~~
24 ~~program, non-structured physical activity periods shall be offered as required by law.~~

25 Unstructured physical activity periods shall be offered in addition to the school district's physical
26 education program. Elementary school students shall receive a minimum of forty (40) minutes of
27 physical activity each full school day. Middle and high school students shall receive a minimum of
28 ninety (90) minutes of physical activity each full school week.

29 Physical activity will be conducted outside if weather permits. The following activities shall not be
30 considered physical activity: walking to and from class, time spent on an electronic device, and time
31 spent in a physical education class.

32 Schools shall strive to offer after school sports and activities.

33 Physical activity shall neither be assigned nor withheld as a form of discipline or punishment
34 in any school.

35 **COMMITMENT TO NUTRITION**

1 Collierville Schools will promote healthy nutrition through various activities, including nutrition
2 related newsletters, informational links on the district website, healthy eating posters and
3 bulletin boards in dining areas, and informational booths at various community functions.
4 Nutrition education will be offered as part of a standards based program designed to provide
5 students with the knowledge and skills needed to promote and protect their health as outlined
6 in the State Board of Education Health Education and Lifetime Wellness Standards. Nutrition
7 education will discourage teachers from using foods high in fat, sugar, and sodium as
8 rewards and encourage students to start each day with a healthy breakfast.

9 The nutrition guidelines for all foods and beverages offered for sale to students are as
10 follows:

- 11 • Will be consistent with the meal pattern requirements and nutrition standards for
12 competitive foods developed by USDA Smart Snacks in School nutrition standards.
- 13 • For other non-sold foods and beverages made available on the school campus during
14 the school day, each school principal shall monitor all such foods and beverages to
15 ensure that non-sold food and beverages comply as much as possible with USDA
16 Smart Snack in School national standards. However, it shall be the responsibility of
17 each school principal to ensure that non-sold food items that do not comply with the
18 Smart Snacks guidelines are kept to a minimum.

19 **CURRICULUM⁷**

20 All applicable courses of study should be based on State-approved curriculum standards.

21 **EVALUATION OF EFFECTIVENESS OF THE WELLNESS POLICY**

22 The Collierville Schools Board of Education shall monitor the effectiveness of the school
23 nutrition program within a wide-range of student constituency groups. Evaluation results will
24 be made public by posting results on the Collierville Schools Coordinated School Health
25 Webpage. Factors to be considered may include, but are not limited to:

- 26 1. Participation rates in school meal programs;
- 27 2. Student satisfaction surveys to monitor the taste and quality of food and the effects of
28 consumption of healthy snacks on children's health, behavior, and school performance
29 and to monitor satisfaction with snack choices;
- 30 3. Parent satisfaction surveys to monitor the effects of consumption of healthy snacks on
31 children's health, behavior, and school performance and to monitor satisfaction with
32 snack choices;
- 33 4. Frequency and types of health problems noted on school nurse logs;
- 34 5. Frequency and types of mental health and behavioral problems noted on counselor
35 logs;
- 36 6. Incidence of student behavior infractions;
7. Teacher surveys of student's classroom behavior, attention span, and memory;
8. Test scores.

Legal References

1. [TCA 49-6-1022](#)
2. [42 USCA § 1758b](#); [TRR/MS 0520-01-06-04](#)
3. [TRR/MS 0520-01-06](#)
4. [7 CFR § 210](#); [7 CFR § 220](#)
5. [7 CFR § 210.31\(f\)](#)
6. [State Board of Education Policy 4.204](#)
7. [State Board of Education Policy 4.206](#)
8. [TCA 49-6-1021](#); [Public Acts of 2025, Chapter No. 306](#)

Cross References

Collierville Schools Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: 06/24/25
		Rescinds: 6.600	Issued: 04/29/25 07/07/14 05/13/14

1
2 A cumulative record shall be kept for each student enrolled in school. The file(s) shall contain
3 a health record, an attendance record, a scholarship record, and all other records required by
4 federal and state law and policy; shall be kept current; and shall accompany the student
5 through his/her school career.¹

6 The name used on the record of the student entering the school system must be the same as
7 that shown on the birth certificate, unless evidence is presented that such name has been
8 legally changed. If the parent does not have, or cannot obtain, a birth certificate, then the
9 name used on the records of such student shall be as shown on documents that are
10 acceptable as proof of date of birth.

11 The name used on the records of a student entering the system from another school must be
12 the same as that shown on records from the school previously attended unless evidence is
13 presented that such name has been legally changed as prescribed by law.

14 When a student transfers to another school within the district, the school shall send the
15 original records, including the student's disciplinary record, to the transfer school.

16 When a student transfers to a school outside the district and his/her records are requested,
17 the school shall keep the original records and send copies of the student's records, including
18 the student's disciplinary record, to the transfer school within five (5) business days of the
19 date on which the student's records request was received by the school.²

20 All records shall be remitted in accordance with the Family Education Rights and Privacy Act
21 (FERPA).³

22 CONFIDENTIALITY OF STUDENT RECORDS

23 Except as provided in this policy or to comply with a valid court order, student records shall
24 be confidential. Authorized school officials shall have access to and permit access to student
25 education records for legitimate educational purposes.⁴ A "legitimate educational interest" is
26 the official's need to know information in order to:

- 27 1. Perform required administrative tasks;
- 28 2. Perform a supervisory or instructional task directly related to the student's education;
29 and/or

- 1 3. Perform a service or benefit for the student or the student's family such as health care,
2 counseling, student job placement, or student financial aid.

3 **RELEASE OF STUDENT RECORDS WITHOUT CONSENT**

4 Authorized school officials may release information from or permit access to a student's
5 education record without the prior written consent of the parent(s)/guardian(s) or eligible*
6 student in the following instances:

- 7 1. To comply with a judicial order or lawfully issued subpoena. The district will make a
8 reasonable effort to notify the student's parent(s)/guardian(s) or the eligible student
9 before making a disclosure;⁵
- 10 2. If the disclosure is an item of directory information;⁶
- 11 3. To comply with the requirements of child abuse reports to the extent known by the
12 school officials including the name, address, and age of the child; the name and
13 address of the person responsible for the care of the child, and the facts requiring the
14 report;⁷
- 15 4. When certain federal and state officials need information in order to audit or enforce
16 legal conditions related to federally-supported education programs in the school
17 system;⁸
- 18 5. When the school system has entered into a contract or written agreement for an
19 organization to conduct scientific research on the system's behalf to develop tests or
20 improve instruction, provided that the studies are conducted in a manner that will not
21 permit the personal identification of students and their parents/guardians by individuals
22 other than representatives of the organization and the information will be destroyed
23 when no longer needed for the purpose for which the study was conducted;⁹
- 24 6. To appropriate officials if the parent(s)/guardian(s) claim the student as a dependent
25 as defined by the Internal Revenue Code;¹⁰
- 26 7. To accrediting organizations to carry out their accrediting functions;¹¹
- 27 8. When a student seeks or intends to enroll in another school district or a post-
28 secondary school. Parent(s) of students or eligible students have a right to obtain
29 copies of records transferred under this provision;¹²
- 30 9. To financial institutions or government agencies that provide or may provide financial
31 aid to a student in order to establish eligibility, to determine the amount of financial aid,
32 33 34 35 36 37 38 39

1 to establish conditions for the receipt of financial aid, and to enforce financial aid
2 agreements;¹³

3
4 10. To make the needed disclosure in a health or safety emergency when warranted by
5 the serious-ness of the threat to the student or other persons, when the information is
6 necessary and needed to meet the emergency, when time is an important and limiting
7 factor, and when the persons to whom the information is to be disclosed are qualified
8 and in a position to deal with the emergency;¹⁴

9
10 11. To the Attorney General or his designee for official purposes related to the
11 investigation or prosecution of an act of domestic or international terrorism. An
12 educational agency that, in good faith, produces education records in accordance with
13 an order issued under this Act shall not be liable to any person for that production.¹⁵

14
15 12. To any agency caseworker or other representative of a state or local child welfare
16 agency or tribal organization authorized to access the student's educational records
17 when such agencies or organizations are legally responsible for the care and
18 protection of the student.¹⁶

19 **RELEASE OF STUDENT RECORDS WITH CONSENT¹⁷**

20 Authorized school officials may release information from a student's education record if the
21 student's parent(s)/guardian(s) or the eligible* student gives written consent for the
22 disclosure. The written consent must include:

- 23 1. A specification of the records to be released;
- 24 2. The reasons for the disclosure;
- 25 26
- 27 28 3. The person, organization, or class of persons or organizations to whom the disclosure
29 is to be made;
- 30 31 4. The signature of the parent(s)/guardian(s) or eligible* student;
- 32 33 5. The date of the consent and, if appropriate, a date when the consent is to be
34 terminated. The student's parent(s)/guardian(s) or the eligible student* may obtain a
35 copy of any records disclosed under this provision.

36 **RECORDKEEPING**

37 The district will maintain an accurate record of all requests to disclose information from or to
38 permit access to a student's education records. The district will maintain an accurate record
39 of information it discloses and access it permits. The district will maintain this record as long
40 as it maintains the student's education record.¹⁸

1 The record will include at least:

2 1. The name of the person or agency that makes the request;

3
4 2. The interest the person or agency has in the information;

5
6 3. The date the person or agency makes the request; and

7
8 4. Whether the request is granted and, if it is, the date access is permitted or the
9 disclosure is made.

10 * *The student becomes an "eligible student" when he/she reaches age 18 or enrolls in a post*
11 *secondary school, at which time all of the above rights become the student's right.*¹⁹

Legal References

1. USCA 20-1232g; TCA 10-7-503; TCA 10-7-504
2. TCA 49-6-3001(c)(1); **Public Acts of 2025, Chapter No. 156**
3. TCA 49-1-701; 20 USCA § 1232g
4. TCA 10-7-504(a)(4); 20 USCA § 1232g
5. 20 USCA § 1232g(b)(2)(B); 20 USCA § 1232g(b)(1)(j)
6. 20 USCA § 1232g(b)(2); TCA 10-7-504(a)(4)(A)
7. TCA 37-1-403
8. 20 USCA § 1232g(b)(3), (5); 20 USCA § 1232g(b)(1)(C)
9. 20 USCA § 1232g(b)(1)(F)
10. 20 USCA § 1232g(b)(1)(H)
11. 20 USCA § 1232g(b)(1)(G)
12. 20 USCA § 1232g(b)(1)(B)
13. 20 USCA § 1232g(b)(1)(D)
14. 20 USCA § 1232g(b)(1)(I)
15. 20 USCA § 1232g(j)
16. 20 USCA § 1232g(b)(1)(L)
17. 34 FCR § 99.30; 20 USCA § 1232g(b)(2)(A)
18. 34 FCR § 99.32(a)
19. 34 FCR § 99.3, § 99.5; TCA 49-1-704

Cross References

- School Board Records 1.407
- Promotion and Retention 4.603
- Attendance 6.200
- Withdrawals 6.207
- Child Custody/Parental Access 6.209
- Disciplinary Hearing Authority 6.317
- Admission of Suspended/Expelled Students 6.318
- Acquired Immune Deficiency Syndrome 6.404
- Media Access to Students 6.604

12

