

GREENEVILLE CITY BOARD OF EDUCATION

AGENDA

Date of Meeting: October 26, 2023

Time: 7:15 PM

Location: Greene Technology Center

{{Name: Agenda Item Name}} {{AnticipatedTime: Agenda Item Time}}

- I. **Call to Order**
- II. **Recognition of Visitors**
- III. **Special Recognition** (5 minutes)
- IV. **Public Comment Period** (20 Minutes)
- V. **School Report** (10 minutes)
- VI. **Approval of Agenda**
- VII. **Consent Agenda** (5 minutes)
 - A. Consideration of Approving Minutes of Sept. 26, 2023, Board Meeting
 - B. Consideration of Accepting Personnel Report
 - C. Consideration of Approving Board Policy Revisions (2nd Reading)
 - D. Consideration of Approving Board Policy Revisions - No Changes (1st Reading)
 - E. Consideration of Approving School Trip Request
 - F. Consideration of Approving FY 24 ESSER 3.0 Funding Plan
 - G. Consideration of Approving Fiscal Year 2024 Federal Projects Budget Amendment #2
 - H. Consideration of Approving Disposal of Surplus
 - Non-Working Milk Cooler
 - Old Office Chair

- I. Consideration of Approving Fiscal Year 2024 General Purpose Budget Amendment #1
- J. Consideration of Approving Report on Compliance, School Approval Process

VIII. **Action Items**

- A. Consideration of Accepting September 2023 Financial Statements (5 minutes)
- B. Consideration of Approving Board Policy Revisions - 1st Reading (5 minutes)
- C. Consideration of Approving Board Policy Revisions - (1st and Final Reading) (5 Minutes)
- D. Consideration of Accepting Group & Voluntary Life Insurance Proposal (5 Minutes)
- E. Consideration of Approving the TISA Accountability Plan (5 Minutes)

IX. **Director's Report** (5 minutes)

X. **Adjournment**

GREENEVILLE MIDDLE SCHOOL



**Mr. Michael Bowman,
Career Center Teacher**

**Kellan Simerly,
GMS 8th Grade Student**

**Luke Davis,
GMS 8th Grade Student**

**Jack Knight,
GMS 8th Grade Student**



AGENDA

CAREER RESEARCH

DIGITAL RESUME

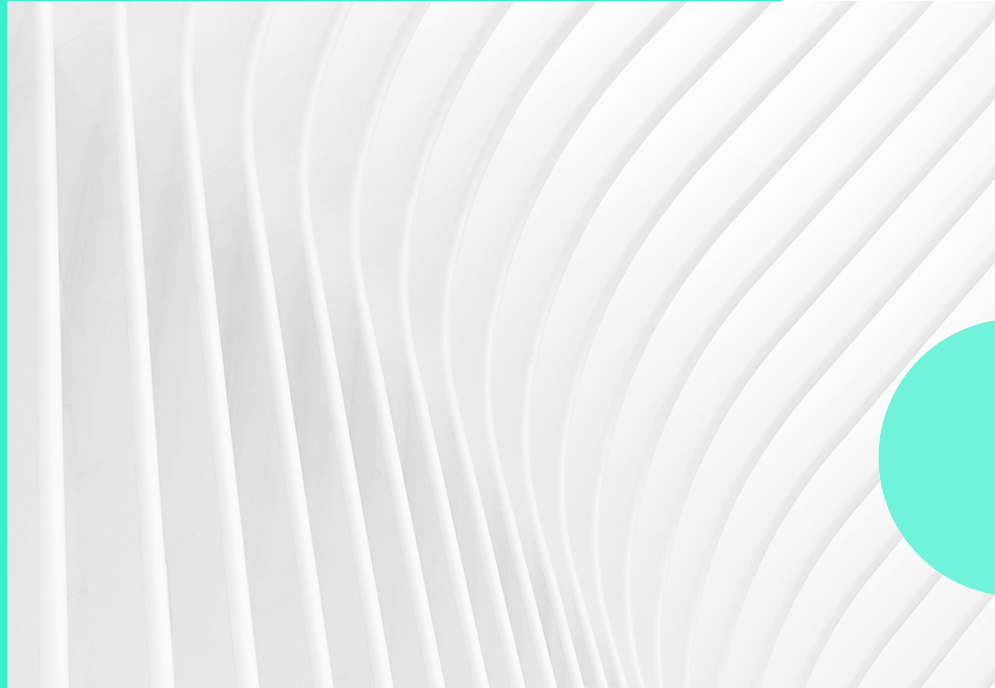
APPLICATION

MOCK INTERVIEW

MAKE A BUDGET

BUSINESS PARTNERSHIPS

CAREER RESEARCH



ACTIVITY 1

How Do I Become A...?

Use the internet to research what kind of education requirements there are for a career you are interested in. Also, try to find out what kind of skills you might need for that career.

Example:

I want to be a(n) teacher _____

Education Requirements:

Bachelor degree in the area I want to teach _____

Teaching certification _____

Master degree to increase income and teach at a college _____

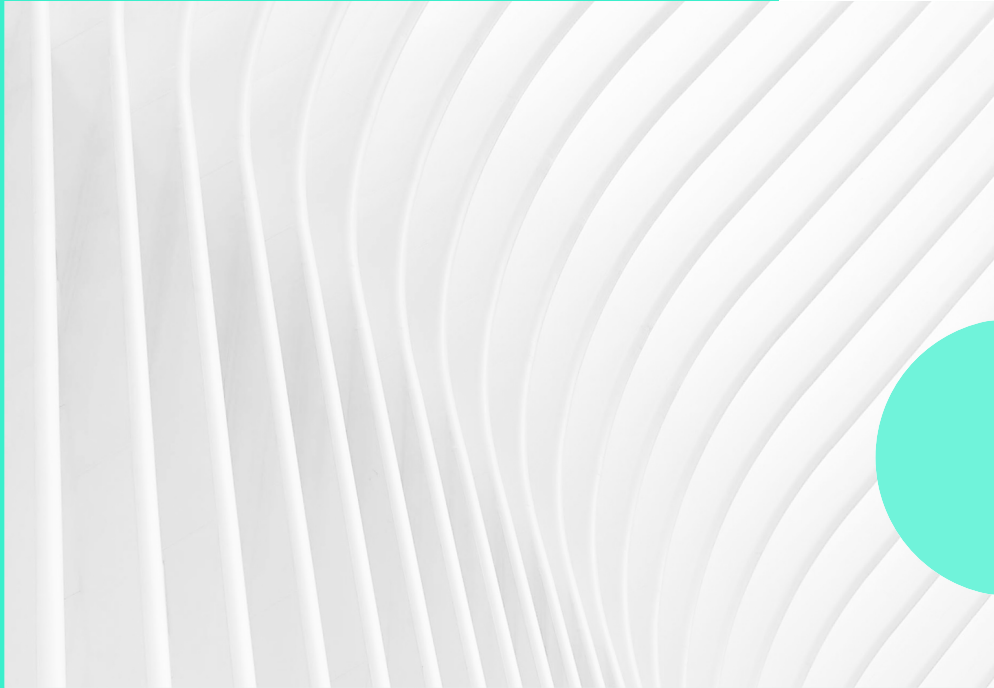
Skills I Need:

math skills to keep track of students' grades _____

public speaking so I can talk in front of class of students _____

creativity so I can come up with activities for students _____

DIGITAL RESUME



Name

Occupation

Skills

Experience

Name

Address

Phone Number

Email

2-3 sentences describing your personal skills

Company / Position

August 2009 - PRESENT, Location

Description of the job

Company / Position

August 2009 - PRESENT, Location

Description of the job

Company / Position

August 2009 - PRESENT, Location

Description of the job

APPLICATION

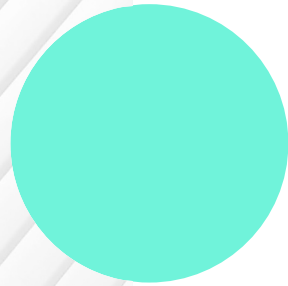
SAMPLE JOB APPLICATION

PLEASE NOTE: It is important that you complete all parts of the application. If your application is incomplete or does not clearly show the experience and/or training required, your application may not be accepted. If you have no information to enter in a section, please write N/A.

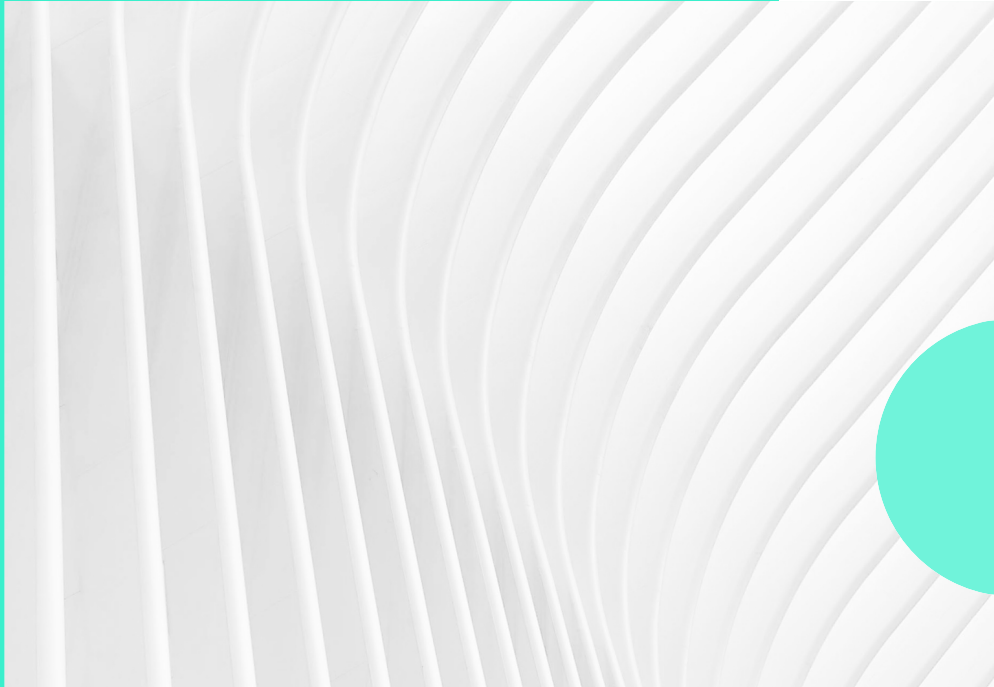
Name and Address							
Name (First, MI, Last)				Social Security Number			
Mailing Address							
City, State, and Zip Code							
Telephone				Alternate Phone			
If under 18, please list age				Email			
Job Type							
Days/hours available to work							
<input type="checkbox"/> I have no preference.	<input type="checkbox"/> Mon.	<input type="checkbox"/> Tues.	<input type="checkbox"/> Wed.	<input type="checkbox"/> Thurs.	<input type="checkbox"/> Fri.	<input type="checkbox"/> Sat.	<input type="checkbox"/> Sun.
I am seeking a:		<input type="checkbox"/> Full-time job		<input type="checkbox"/> Part-time job		<input type="checkbox"/> Full- or Part-time	
How many hours can you work weekly?				Can you work nights?		Date available to begin	
Additional Information							
Have you ever been employed by this organization in the past?						<input type="checkbox"/> Yes	<input type="checkbox"/> No



MOCK INTERVIEW



MAKE A BUDGET



Make a Budget

Use this worksheet to see how much money you spend this month. Then, use this month's information to help you plan next month's budget.

Some bills are monthly and some come less often. If you have an expense that does not occur every month, put it in the "Other expenses this month" category.

MONTH YEAR

My income this month

Income	Monthly total
Paychecks (salary after taxes, benefits, and check cashing fees)	\$ <input type="text"/>
Other income (after taxes) for example: child support	\$ <input type="text"/>
Total monthly income	\$ 0.00

Income

My expenses this month

Expenses	Monthly total
Rent or mortgage	\$ <input type="text"/>
Renter's insurance or homeowner's insurance	\$ <input type="text"/>
Utilities (like electricity and gas)	\$ <input type="text"/>
Internet, cable, and phones	\$ <input type="text"/>
Other housing expenses (like property taxes)	\$ <input type="text"/>

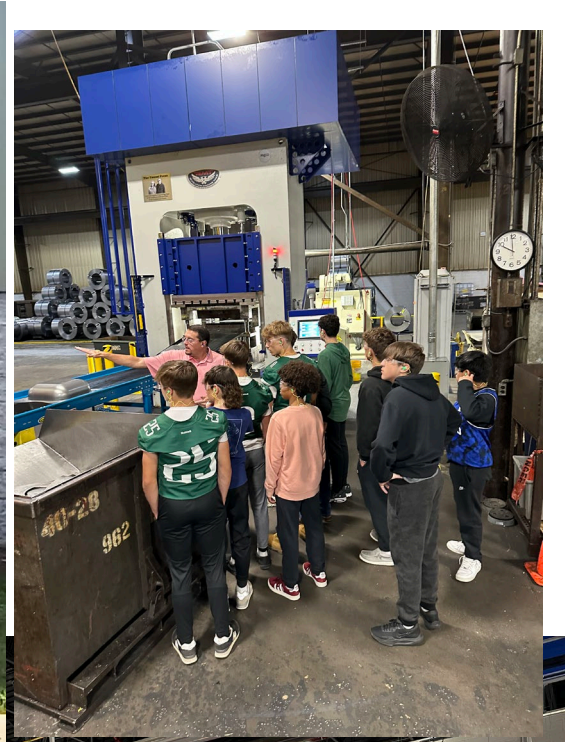
HOUSING



BUSINESS PARTNERSHIPS

GREENEVILLE COMMUNITY





“ DO WHAT'S VALUABLE! ”

Benjamin Todd



WELCOME TO THE CAREER LAB

**Cody Guinn,
Career Lab Teacher**

**Briley Reynolds,
GMS 8th Grade Student**

**Katie Hawk,
GMS 7th Grade Student**

WHAT IS THE CAREER LAB?

Introducing our students to various careers and the work that goes into them.

We don't want to narrow students' career options, but to broaden their knowledge about possible career options.



- Our related arts program at Greeneville Middle School features two class periods a day per grade level that last nine weeks. Each nine weeks, we receive a new group of students.
- With this schedule, each student at GMS will take each related arts class at least once allowing them to experience everything GMS has to offer.
- The Career Lab class works as a unit with our Career Center class taught by Mr. Michael Bowman. His class focuses on students' job preparation skills such as resume building and interviews while in the Career Lab, we focus more on what various career clusters include.

ABOUT GMS RELATED ARTS

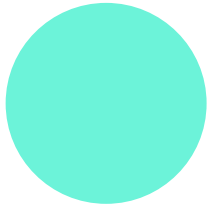


The background features a perspective view of a grid of lines that recedes into the distance, creating a tunnel-like effect. A large, solid teal circle is positioned in the lower-left quadrant, partially overlapping the grid. A vertical teal bar runs along the right edge of the page.

6TH GRADE CAREER LAB

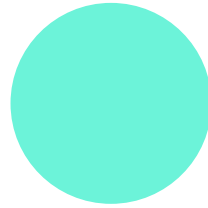
FINANCE & INTRO TO THE WORKFORCE

6TH GRADE CAREER LAB



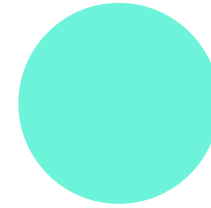
FINANCE

- 6th Grade Career Lab begins with an introduction to finance including checking and savings accounts, debit card vs. credit cards, financial responsibility, and managing a budget.
- Our students this past week took part in an online simulation called "Spent" that gives them students 30 days to budget and make ends meet.



GRAPHIC DESIGN

- Our students explore Canva to begin a career in graphic design.
- Students have made posters and flyers for the school dance, GCS events, and various other events around Greeneville.
- Student work is on display in the back of our classroom.



SHARK TANK

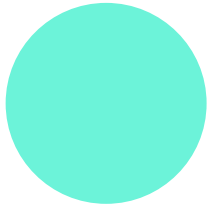
- The final project is our own take on the famous television show, "The Shark Tank."
- Students design their own product or business concept and must budget the project into a start-up business.
- Students present to their peers, or the "Sharks" looking for a buyer!

7TH GRADE CAREER LAB

Budgeting, Criminal Law, & Media

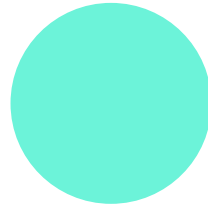


7TH GRADE CAREER LAB



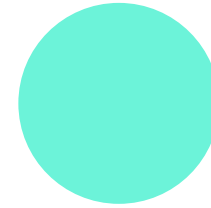
BUDGETING

- To begin the 7th grade Career Lab, our students earn a job and begin creating their first budget.
- From taxes to housing to Netflix, students go through a full budget to see who comes out in the green and who may need a second job!



CRIMINAL LAW

- Students get their first hands-on experience with law, public safety, corrections, & security.
- Each of our 7th grade classes participated in a full Mock Trial with a judge, jury, prosecution, and the defense.



STUDENT MAGAZINE

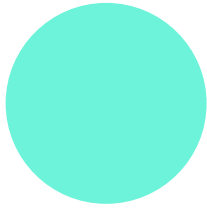
- In the growing age media, our students went a bit old school with launching the GMS Magazine.
- Students wrote each article, took photos with our class digital camera, and designed each page on Canva.
- The digital version is available online!

A perspective view of a grid tunnel, with a teal circle at the end of the tunnel.

8TH GRADE CAREER LAB

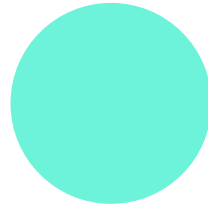
NEWS BROADCAST, PUBLIC SPEAKING, &
ENTREPRENEURSHIP

8TH GRADE CAREER LAB



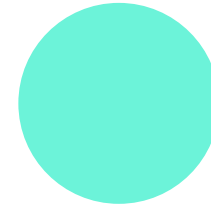
NEWS BROADCAST

- As 8th graders, our students put together the GMS News Broadcast.
- The students team up to write, film, and edit the broadcast from start to finish including working with the greenscreen, clip editing, audio engineering, and interviewing.



PUBLIC SPEAKING

- As 8th graders, our students put together the GMS News Broadcast.
- The students team up to write, film, and edit the broadcast from start to finish including working with the greenscreen, clip editing, audio engineering, and interviewing.



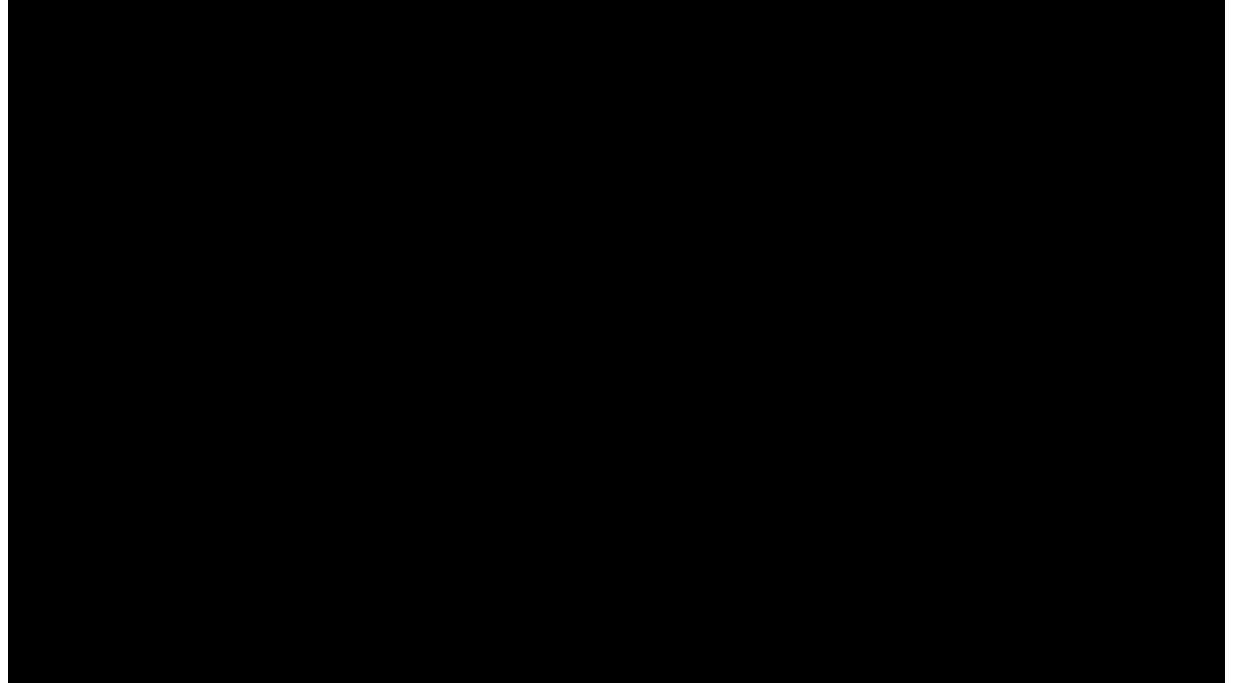
FOOD TRUCK PROJECT

- My favorite project in the Career Lab is the 8th grade Food Truck project.
- This project allows students to launch their own Food Truck business including the budget, menus and logos, and using the Food Truck Design Kit to blueprint the interior design of their own Food Truck

CAREER LAB COMING SOON!

- With a brand-new class, we're still in the process of adding new elements to help our students.
- Beginning in November, we'll begin hands-on with manufacturing including our new VR Welder and Electrical Wiring Kit.
- Greeneville Middle School will also be adding zSpace Laptops to our Career Lab classrooms later this year.
- The zSpace Laptops combine the elements of AR and VR in one platform to give students a true-to-life experience in agriculture, architecture, health science, information technology, manufacturing, and many other career clusters.

WHAT IS ZSPACE?



QUESTIONS

**Want to learn
more?**

**Schedule a visit to
our Career Center
and Career Lab
classes anytime!**

OFFICIAL MINUTES OF THE GREENVILLE CITY BOARD OF EDUCATION
Tuesday, September 26, 2023

The Greenville City Board of Education met in Regular session on Tuesday, September 26, 2023, at the Professional Development Center at the Kathryn W. Leonard Administrative Office, 129 W Depot St, Greenville, TN 37743. Board Members **Present:** Pam Botta (Board Member), Cindy Luttrell (Chair), Josh Quillen (Treasurer), Dr. Craig Shepherd (Vice-Chair), Crystal Hirschy (Board Member) and student representative Hank Hope. Others in attendance included Steve Starnes, Director of Schools, several administrative personnel, school personnel, community members, and media representatives. The Chair called the meeting to order and welcomed all in attendance. Board student representative Hank Hope led in the pledge of allegiance to the American Flag and Board Chair Cindy Luttrell led a moment of silence.

BUSINESS TRANSACTED

I. Call to Order

II. Pledge to the Flag

III. Recognition of Visitors

IV. Public Hearing on Family Life Education

Dr. Suzanne Bryant, Assistant Director for Instruction, conducted the public hearing on the district's Family Life Curriculum. Board policy and state law require an annual hearing for the Family Life Education section of the local health curriculum. Copies of the curriculum are available from the Assistant Director for Instruction's office.

V. Special Recognitions

- Greenville High School Baseball
- Greenville High School State Winner for Long Jump and Triple Jump Jayquan Price

Greenville High School Baseball Team and Coaches were recognized for winning the 2023 TSSAA 3A State Championship. They set the school record with 36 wins and 4 losses during the 2023 season.

Seniors; Parker Shipley and Caden Fillers.

Juniors; Colton Richards, Corbin Cannon, Eli House, Martin Hayes, and Jayden Deeble.

Sophomores; Carson Quillen, Noah Murray, Carson Norris, and Kobe Mundy.

Freshmen; Sam Thompson, Randon Fillers, Jaxon Winter, Colton Smith, Will Harmon, Jacob Ward, Maddox Bishop, Mitch McMahon, and Aubrey Weems.

Coaches: Head Coach Andy Collins, Assistant Coaches; Bryan Everhart, Andy Barnett, and Randy Richards.

Jayquan Price, Greeneville High School, was recognized as 2023 TSSAA 2A State Champion in the Long Jump and Triple Jump.

- Recognition of Level 5 TVAAS Schools for 2022-23 School Year
- EastView Elementary School
- Greenville Middle School
- Greeneville High School

Greeneville City School District attained Level 5 (highest level) student growth in all academic areas in the 2022-2023 school year. GCS achieved growth in all measured areas (literacy, numeracy, literacy, and numeracy combined, science, social studies, and composite).

Dr. Suzanne Bryant, Assistant Director for Instruction, gave a report on the TVAAS performance for each school and the district.

VI. Public Comment Period

There were no requests made to speak on any agenda items.

VII. School Report

Greeneville Middle School was scheduled to present, but due to circumstances beyond their control, their presentation will be rescheduled to a future meeting.

VIII. Reorganization of the Board

Steve Starnes, Director of Schools, assumed the Chair position for the election of officers. Starnes opened the floor for nominations for Board Chair for the 2023-24 year.

Botta moved to elect Luttrell as Board Chair, seconded by Hirschy. With no further nominations, Board approval was unanimous. Next, the floor was opened for Board Vice Chair nominations. Hirschy moved to elect Shepherd as Board Vice Chair, seconded by Quillen. With no further nominations, Board approval was unanimous. Shepherd moved to elect Quillen as Board Treasurer, seconded by Hirschy. With no further nominations, Board approval was unanimous. Quillen moved to elect Botta as Board Legislative Representative, seconded Shepherd. With no further nominations, Board approval was unanimous. Director Starnes relinquished the chair position back to Board Chair Luttrell upon completion of the election of officers.

IX. Approval of Agenda

It was recommended to approve the Agenda as presented. Board approval was unanimous on a motion from Dr. Shepherd (Vice-Chair) and a second from Botta (Board Member).

X. Consent Agenda

It was recommended to approve the Consent Agenda as presented. Board approval was unanimous on a motion from Hirschy (Board Member) and a second from Botta (Board Member).

A. Consideration of Approving Minutes of August 22, 2023, Board Meeting

Minutes of the August 22, 2023, were unanimously approved as presented. A copy is

on file in the Director of Schools' office.

B. Consideration of Accepting Personnel Report

Board approval was unanimous for acceptance of the changes in personnel since the August report. A copy of the report is attached to the minutes.

C. Consideration of Approving Board Policy Revisions - No Changes (1st Reading)

Board approval was unanimous on 1st reading for the following policies:

- 1.200 Method of Election of Officers
- 1.201 Duties of Officers
- 1.202 Duties of Board Members
- 1.203 New Member Orientation
- 1.204 Board Member Development Opportunities
- 1.205 Board-Director Relations
- 2.402 Investment Earnings
- 2.404 School Support Organizations
- 2.600 Bonded Employees
- 2.601 Fundraising Activities
- 2.700 Accounting System
- 2.701 Financial Reports and Records
- 2.703 Audits
- 3.211 New Project Planning
- 3.218 Service Animals District Facilities
- 3.219 Use of Unmanned Aircraft Systems (Drones)
- 4.101 Instructional Standards
- 4.200 Curriculum Development
- 4.210 Credit Recovery
- 4.212 Virtual Education Program
- 5.107 Orientation and Probation
- 5.108 Supervision
- 5.109 Evaluation
- 6.301 Rights and Responsibilities
- 6.302 Procedural Due Process
- 6.303 Interrogations and Searches
- 6.3031 Use of Metal Detectors
- 6.304 Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation
- 6.3041 Title IX & Sexual Harassment

D. Consideration of Approving Board Policy Revisions (2nd Reading)

Board approval was unanimous on 2nd reading for the following policies:

- 1.100 School District - School Board Legal Status and Authority
- 1.101 Role of the Board of Education

1.1021 Student Member of the Board
1.104 Memberships
1.105 School Board Legislative Involvement
1.108 Nepotism
2.300 Comparability of Services
2.400 Revenues
2.401 Gifts and Bequests
3.208 Facilities Planning
3.209 Estimating Facility Costs
3.210 Naming Facilities
4.207 English Learners
4.301 Interscholastic Athletics
4.400 Textbooks and Instructional Materials
4.501 School Volunteers
4.606 Graduation Activities
5.101 Line and Staff Relations
5.102 Personnel Classification and Qualifications
5.103 Job Descriptions
5.104 Equal Opportunity Employment
5.105 Recruitment of Employees
5.403 Drug & Alcohol Testing for Employees
6.203 School Admissions
6.204 Attendance of Non-Resident Students
6.205 Student Assignments
6.206 Transfer within the System
6.207 Withdrawals
6.208 Release During School Hours
6.209 Child Custody/Parental Access

E. Consideration of Approving School Trip Requests

Board Policy 4.302 specifies that field trips requiring students to travel out of state or stay overnight must have prior Board approval. Additionally, approval is required when students must leave school early for participation in athletic events. The Board unanimously approved the following trips.

- Greeneville High School Chorus requested approval to travel to New York to perform and sight see from 3/11/2024 - 3/15/2024.
- Greeneville High School Baseball Team requested approval to travel to Peachtree Ridge and Mt. Pisgah High School in Atlanta, GA from 3/29/2024 - 3/30/2024.
- Greeneville High School JROTC requested approval to travel to the US Airspace & Rocket Center JROTC StellarXplorers Space Program in

Huntsville, AL from 11/3/2023-11/6/2023.

- Greeneville High School Wrestling requested approval to travel to the Walsh Jesuit Ironman Wrestling Tournament in Cuyahoga Falls, OH from 12/08/2023-12/10/2023.
- Greeneville High School Wrestling requested approval to travel to the Bobby Bates Invitational in Wise, VA from 12/15/2023-12/16/2023.
- Greeneville High School Wrestling requested approval to travel to the Escape the Rocks Wrestling Tournament at Council Rock High School in PA from 01/13/2024-01/14/2024.
- Greeneville Middle School "All East" Honors Choir requested approval to travel to Cleveland, TN to perform from 11/17/2023 - 11/18/2023.
- Greeneville Middle School Cross Country requested approval to travel to Clarksville, TN to compete in the State Championship Meet from 9/29/2023 - 9/30/2023.
- Hal Henard Elementary School requested to travel to Clyde Austin 4-H Camp in Greeneville, TN from 9/14/2023 - 9/15/2023. Executive Committee Approval was granted on 9/5/2023.

F. Consideration of Approving Purchase of School Nutrition Equipment (Greeneville High School Dish Machine)

The Board unanimously approved the Executive Committee's decision to purchase a new dishwasher for Greeneville High School at a cost of \$64,665.61 and to purchase the installation from Hobart at a cost of \$14,745.30. The total cost of the project is \$79,410.91. This purchase will be from a Sourcewell contract (Purchasing Cooperative) which meets our purchasing requirements. Executive Committee Approval was granted on 8/29/2023.

G. Consideration of Approving Six-Month Update of Final ESSER 3 Public Spending Plan and Final Safe Return to In-Person Instruction and Continuity of Services Plan

In compliance with state and federal regulations, recipients of Elementary and Secondary School Emergency Relief (ESSER) funds are required to post ESSER funds expenditures through a spending plan. A six-month addendum for the spending plan, as well as a six-month addendum for the health and safety plan are required. Addenda submitted for approval include the final six-month updated ESSER Public Spending Plan and the final Safe Return to In-Person Instruction and Continuity of Services. The Board unanimously approved the ESSER Public Spending Plan and Safe Return to In-Person Instruction and Continuity of Services Plan.

H. Consideration of Approving Fiscal Year 2024 Federal Projects Budget Amendment #1

Budget Amendments are made periodically throughout the year to reflect anticipated

revenues, expenditures, timing of expenditures, and grant award allocations more accurately.

The first Federal Projects Budget Amendment to be approved in the 2023-2024 Fiscal Year is attached to the minutes. It allows for budgeting of approved ARP IDEA and ARP Homeless Carryover. The Board unanimously approved the fiscal year 2024 federal projects budget amendment #1.

I. Consideration of Approving Disposal of Surplus

GCS Board Policy 2.403 gives the Greeneville Board of Education the authority to declare district property that is no longer useful nor necessary as surplus and to authorize the disposal of such equipment, books, or materials. The Board unanimously approved the disposal of surplus.

J. Consideration of Accepting 2024 Employee Health Insurance Premium Rates

The Board of Education accepts employee insurance premium rates annually. The proposed rates reflect the current pricing model as approved by the Greeneville City Board of Education. The CHRO and CFO will review all insurance options/rates with employees during the annual insurance and benefits webinar and will ensure the new rates are communicated with the employees during this mandatory meeting as well as other avenues of communication. The State of TN Health Plan employee health insurance rates for 2024 are attached to the minutes. GCS pays for individual coverage at the standard Premier PPO rate, so any individual plan choice is covered. GCS additionally funds \$115 per month for the first dependent. The Board unanimously approved 2024 Employee Health Insurance Premium Rates.

K. Consideration of Approving 2023-2024 Greeneville City Schools Employee Handbook

The Greeneville City Schools Employee Handbook is a resource from which the system's employees can pull vital information, an avenue for the system to disseminate policies and procedures, and a means by which the system can meet state and federal notification requirements. Each employee is asked to read the Handbook and complete an acknowledgement indicating their understanding and acceptance of its terms and conditions. The Board unanimously approved the 2023-2024 Greeneville City Schools Employee Handbook.

A copy of the handbook and revisions is attached to the minutes.

XI. Action Items

A. Consideration of Accepting August 2023 Financial Statements

Chief Financial Officer Ellen Lipe presented the August financial statements to the Board for acceptance. Lipe stated that local revenue collected year-to-date through August is \$966,072, which is 10.6% of the total budgeted projection. The amount collected year-to-date is \$89,580 more than during the same time period last year.

This reflects an actual percentage change of 10.22% compared to last year. The district has 595 tuition students as of September 12, 2023. The Federal General-Purpose Financial Report showed that encumbrances comprise \$1,793,821 year-to-date. It was recommended to approve the August 2023 financial statements. Board approval was unanimous on a motion from Botta (Board Member) and a second from Shepherd (Vice-Chair). Copies of the financial statements are on file in the Chief Financial Officer's office.

B. Consideration of Approving Board Policy Revisions - 1st Reading

Revisions are recommended to the following policies on 1st reading:

2.403 Surplus Property

2.500 Deposit of Funds

5.110 Compensation Guides and Contracts

5.113 In-Service and Professional Learning Opportunities

It was recommended to approve the revisions to the policies as presented on first reading. Board approval was unanimous on a motion from Quillen (Treasurer) and a second from Shepherd (Vice-Chair).

C. Consideration of Purchasing Furniture for Greenville Middle School Career Exploration and Career Lab Classrooms

GMS has added a Career Exploration Class and a Career Lab Class through the Innovative Schools Grant. Teachers have selected furniture that best meets the needs of students in these courses. Furniture will be purchased for two classrooms utilizing prices from a shared contract.

Impact on resources will be \$31,525.32 from Innovative Schools Funding.

It was recommended to approve the purchase of furniture for Greenville Middle School Career Exploration and Career Lab Classrooms. Board approval was unanimous on a motion from Shepherd (Vice-Chair) and a second from Botta (Board Member).

D. Consideration of Approving Greenville High School Landscaping Project

The Greenville High School campus was designed with a beautiful landscaping scope that requires professional planning and services to preserve, protect, and improve. A comprehensive landscaping plan was developed by Hedstrom Landscape Architecture, a professional firm in Knoxville, Tennessee. The plan is attached to the minutes as supporting document #1.

GCS Operations Supervisor, Mr. Phillip Graham, led the development and release of an RFP to secure proposals to begin the long-term process of updating, replacing, and adding plantings and other components based on the comprehensive plan referenced above.

The first attempt to secure proposals resulted in no submissions. The second attempt resulted in one responding vendor submitting a proposal. FOC Landscapes, a Greenville, Tennessee company, provided the sole proposal at a total cost of

\$47,245.00. The proposal meets all requirements and was recommended to the Board for consideration of approval. Supporting document #2 provides the RFP verbiage along with the vendor submission details including pricing. 2023-2024 Capital funds will be utilized. It was recommended to approve the Greenville High School landscaping project. Board approval was unanimous on a motion from Quillen (Treasurer) and a second from Shepherd (Vice-Chair).

E. Consideration of Approving Participation in Public Entity Partners Grant Program: Property Conservation Grant

The district is a member of the Public Entity Partners (PEP) and there are various opportunities to participate in grant programs and other incentives. Permission was requested by Miller, Assistant Director for Administration/Chief Technology Officer to participate in the PEP Property Conservation Grant Program. If funds are awarded, they will be applied toward the purchase of property fencing at Greenville High School. District funds and PEP grant funds will be combined.

It was recommended to approve participation in the Public Entity Partners Grant Program: Property Conservation Grant. Board approval was unanimous on a motion from Hirschy (Board Member) and a second from Quillen (Treasurer).

F. Consideration of Approving Participation in Public Entity Partners Grant Program: Safety Partners

The district is a member of the Public Entity Partners (PEP), there are various opportunities to participate in grant programs and other incentives. Permission is being requested to participate in the PEP Safety Partners Grant Program. Funds were awarded after a grant was written and submitted to purchase slip resistant shoes for employees working throughout the district in School Nutrition roles. The grant will provide up to \$2,000 in matching funds for this purpose. This is an effort to reduce/avoid slips, trips, and falls among employees working in school cafeterias. District funds and PEP grant funds will be combined.

It was recommended to approve participation in the Public Entity Partners Grant Program: Safety Partners. Board approval was unanimous on a motion from Hirschy (Board Member) and a second from Botta (Board Member).

G. Consideration of Purchasing ColDesi Screen Printing Equipment and Supplies for Greenville High School Student-Based Enterprise

Greenville High School has been awarded \$1,000,000 with a Tennessee Innovative Schools Grant. A major focus of this grant is to expand Graphic Arts, Digital Arts and Design, Marketing, and Entrepreneurship. The purchase of the screen-printing equipment will allow GCS students to design, create, produce, and market items for resale. The purchase of this equipment is an integral part of this vision. The school will purchase a DFT-24H2 DTF Printer and Powder Applicator, software, a start-up printing kit, additional ink, an extractor, and a shell auto-release heat press to be used by business and marketing students. The company has provided a sole source letter. Funds from the Innovative Schools Grant in the amount of \$29,319.91 will be

utilized. It was recommended to approve the purchase of ColDesi Screen Printing Equipment and Supplies for Greeneville High School Student-Based Enterprise. Board approval was unanimous on a motion from Quillen (Treasurer) and a second from Hirschy (Board Member).

H. Consideration of Approving Purchase of Communication Radios for Bus Fleet

GCS continues to look for ways to improve the safety and well-being of our students and employees. The current communication system on our buses is not compatible with our district emergency radios. The approval of this purchase would allow our bus drivers to communicate with members of our Leadership Team and local law enforcement on a designated channel. We are requesting the purchase of 21 Motorola APX1500 mobile radios and the necessary equipment for our bus fleet. The total cost is \$68,105.31. This price was secured through a State-wide Contract (SWC 424 - attached) that expires on March 14, 2025. Safety Funds will be used for the purchase of radios. The GCS Operations Team will complete the installation. It was recommended to approve the purchase of Communications Radios for the Bus Fleet. Board approval was unanimous on a motion from Botta (Board Member) and a second from Hirschy (Board Member).

XII. Director's Report

Starnes congratulated and recognized:

1. Congratulations to all our Level 5 Schools who were recognized tonight and to the district for its recognition for Level 5 Growth. Growth is about meeting students where they are, and the goal is to provide a year's growth which is measured as Level 3. Level 5 represents that there was substantial evidence that there was more than a year's worth of growth. Starnes expressed that is quite an accomplishment for students, teachers, and staff.
2. Congratulations to the Greene Devil Baseball team on their 2023 TSSAA State Championship. He stated he had the honor of watching the game and it was very exciting. It was an extremely hard-fought contest and our guys showed grit and determination to bring home the trophy.
3. Congratulations to Jayquan Price on winning a TSSAA State Championship in the Long Jump and the Triple Jump. Starnes said there is an old athletic adage that you always want to perform your best on the biggest stage and never has that been more true than with Jayquan as he had personal best performances in both events at the State Meet.
4. Congratulations to Greeneville High School students, teachers, and staff on being recognized as a US News and World Report Best High School! GHS was the eleventh ranked Traditional Public High School in TN (22nd including Magnet and Charter Schools) and rank in the Top 10% of High Schools in the Nation!
5. On Friday, September 1, 2023, GHS served as the host for the GCS Tech Blitz. Starnes expressed that Beverly, and her team did a phenomenal job planning, organizing, and providing a great day of learning for district staff. A total of over 500 pre-registered for the event. Steve Dembo, a nationally recognized speaker on technology topics, was the

keynote speaker sharing about Artificial Intelligence and ChatGPT. There were over 100 additional sessions provided for participants as well. It was a great day of learning and professional development for all who attended.

6. Starnes recognized and congratulated the School Nutrition Dept. The fall cafeteria health inspections have been completed for all schools and he was excited to report that every school cafeteria received a score of 100! Congratulations to each Cafeteria Manager and their staff on this outstanding accomplishment. Starnes recognized Karen Wilhoit and her team for their leadership and support.

7. The Greeneville City Schools' community continues to mourn the loss of one of our beloved Greeneville Middle School students said Starnes. Kaden Gunter, 7th grade student, was loved by his classmates, his teachers, his principals, and the entire GMS staff. Kaden was a member of the GMS Greene Devil Football Team. I want to thank our counselors and mental health staff for providing numerous supports this week for GMS students, faculty, and staff as they grieve this tremendous loss. Our thoughts and prayers are with Kaden's family, friends, classmates, and the entire GMS staff. We also want to thank our other schools, schools across East TN. and the community for their outpouring of support during this extremely difficult time. It has certainly been a blessing.

Arrangements are being handled by Doughty-Stevens Funeral Home.

XIII. Adjournment

It was recommended to adjourn at approximately 6:08 p.m. Board approval was unanimous on a motion from Shepherd (Vice-Chair) and a second from Botta (Board Member).

Respectfully submitted,

Cindy Luttrell, Chair

Steve Starnes, Director of Schools



FIELD TRIP AND EXCURSION REQUEST FORM
Out-of-State *and* Overnight

Name of the school: Greeneville High School

Person Requesting: David "Matt" Million

Purpose of the Field Trip: GHS Softball - Spring Break Tournament

Destination of Field Trip: Gulf Shores, Alabama

Grade(s) of students attending: 9-12

Dates requested: 3/10 - 3/14/24 Departure Time: _____ Return Time: _____

Approximate # of students to attend: 20

Number, names and affiliation of chaperones attending:

2 female List names and affiliation: Crystal Million - parent

Kim Phillips - parent; Employed by Greene County School System

2 male List names and affiliation: David Million: GHS Softball Coach

Bryan Taylor : GHS Softball Coach

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greeneville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per Board of Education policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight and Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

[Signature], Principal

date approved 9-28-23

_____, Director of Schools

date approved _____

_____, Chairman, BOE

date approved _____

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FIELD TRIP & EXCURSION REQUEST
FORM Out-of-State or Overnight

Name of the school: Greeneville Middle School

Person Requesting: Beth Catron

Purpose of the Field Trip: State Tournament

Destination of Field Trip: Franklin, TN

Grade(s) of students attending: 6-8

Dates requested: Oct. 4-6, 2023 Departure Time: 10:00a Return Time: 4:00p

Approximate # of students to attend: 22

Number, names and affiliation of chaperones attending:

3 female List names and affiliation: Beth Catron, Mackenzie Shively,
Lydia Craft

1 male List names and affiliation: Aaron Ball

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greeneville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per BOE policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight or Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

[Signature] Principal

date approved 10/4/23

[Signature] Director of Schools

date approved 10-4-23

[Signature] Chairman, BOE

date approved 10-4-2023

Cultivate the Mind and Impact the Heart through Excellence and Equity

Kathryn W. Leonard Administrative Office
129 W. Depot Street Greeneville, TN 37743-1420
(423) 787-8000 | <http://www.gcschools.net>

Revised 9.25.2023



**FIELD TRIP & EXCURSION REQUEST
FORM Out-of-State or Overnight**

Name of the school: Greeneville High School

Person Requesting: Rachel Redmon

Purpose of the Field Trip: _____

Destination of Field Trip: Asheville River Arts District

Grade(s) of students attending: Seniors and 2 Juniors

Dates requested: Wed. Nov. 8 2023 Departure Time: 8am Return Time: 2:15

Approximate # of students to attend: 15

Number, names and affiliation of chaperones attending:

2 female List names and affiliation: Rachel Redmon and Stephanie Callahan, GHS Art teachers.

_____ male List names and affiliation: _____

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greeneville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per BOE policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight or Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

[Signature], Principal date approved 10/3/23

_____, Director of Schools date approved _____

_____, Chairman, BOE date approved _____

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Additional Asheville Field Trip Details:

This is a reward trip for this year's advanced ceramics students. They have shown great effort and responsibility, creating a classroom/studio environment that functions like a college-level art studio.

While this will be a fun reward, it is also incredibly enriching, connecting to several **TN State Standards:**

HS3.VA.R1.A Evaluate the connections within a collection of art or artists from a particular time and place, and determine the potential influence on specific audiences.

HS3.VA.R1.B Analyze how responses to art develop over time based on knowledge, life experiences, and perceptions of the world.

HS3.VA.Cn2.A Evaluate the impact of an artist or a group of artists on the beliefs, values, and behaviors of a society.

We would like to do an art walk in the River Arts District of Asheville North Carolina. **Students will have the opportunity to evaluate/discuss art and talk to professional artists about their process and experience.** This one-mile area features over 50 different ceramic artists' work. There are two large community clay studios (Odyssey and the Clay Studio) that feature working artists and galleries. There are also additional studios and galleries where you can often chat with the artists.

For lunch, students may bring a packed lunch or grab a bite from the variety of food trucks parked in the area (or from 12 Bones BBQ).

Thank you for your consideration,

Rachel Redmon, GHS Art



**FIELD TRIP & EXCURSION REQUEST
FORM Out-of-State or Overnight**

Name of the school: Greenville High School

Person Requesting: Jerry Graham

Purpose of the Field Trip: Participate in the TSSAA Girls' State Soccer Tournament

Destination of Field Trip: Chattanooga, TN

Grade(s) of students attending: 9-12

Dates requested: October 24th-28th, 2023 Departure Time: 10:00am Return Time: 5:00pm

Approximate # of students to attend: 30

Number, names and affiliation of chaperones attending:

4 female List names and affiliation: Kim Graham-Hal Henard, Shelly Shaw-Booster/Parent
Nichole Myers-Parent/GMS Teacher, Heather Moore-Booster/Parent,

4 male List names and affiliation: Jerry Graham-Head Coach, Michael Connell-Assistant,
Rustin Jones-Assistant Coach, Glenn Evatt-GHS Trainer

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greenville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per BOE policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight or Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

Dea Hester, Principal

date approved 10-16-23

Steve Starnes
Steve Starnes (Oct 16, 2023 14:31 EDT), Director of Schools

date approved Oct 16, 2023

Cindy Luttrell
Cindy Luttrell (Oct 16, 2023 14:37 EDT), Chairman, BOE

date approved Oct 16, 2023

Cultivate the Mind and Impact the Heart through Excellence and Equity

Kathryn W. Leonard Administrative Office
129 W. Depot Street Greenville, TN 37743-1420
(423) 787-8000 | <http://www.gcschools.net>

Revised 9.25.2023










20231016131609874

Final Audit Report

2023-10-16

Created:	2023-10-16
By:	Jamie Galyon (galyonj@gcschools.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXkGzdDBX8sNRsUuZvXvkjQCk4gLG4D65

"20231016131609874" History

-  Document created by Jamie Galyon (galyonj@gcschools.net)
2023-10-16 - 6:24:28 PM GMT
-  Document emailed to Steve Starnes (starness@gcschools.net) for signature
2023-10-16 - 6:26:15 PM GMT
-  Email viewed by Steve Starnes (starness@gcschools.net)
2023-10-16 - 6:31:06 PM GMT
-  Document e-signed by Steve Starnes (starness@gcschools.net)
Signature Date: 2023-10-16 - 6:31:39 PM GMT - Time Source: server
-  Document emailed to cindy.luttrell@balladhealth.org for signature
2023-10-16 - 6:31:41 PM GMT
-  Email viewed by cindy.luttrell@balladhealth.org
2023-10-16 - 6:35:57 PM GMT
-  Signer cindy.luttrell@balladhealth.org entered name at signing as Cindy Luttrell
2023-10-16 - 6:37:33 PM GMT
-  Document e-signed by Cindy Luttrell (cindy.luttrell@balladhealth.org)
Signature Date: 2023-10-16 - 6:37:35 PM GMT - Time Source: server
-  Agreement completed.
2023-10-16 - 6:37:35 PM GMT



FIELD TRIP & EXCURSION REQUEST
FORM Out-of-State or Overnight

Name of the school: Greeneville High School

Person Requesting: Brad Woolsey

Purpose of the Field Trip: Basketball Classic

Destination of Field Trip: Charleston, SC

Grade(s) of students attending: 9-12

Dates requested: 12/20/23 - 12/22/23 Departure Time: TBD Return Time: TBD

Approximate # of students to attend: 15

Number, names and affiliation of chaperones attending:

— female List names and affiliation: _____

3 male List names and affiliation: Brad Woolsey - Head Coach, Nathan Hale - Assistant Coach, Josh Bennett - Assistant Coach

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greeneville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per BOE policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight or Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

[Signature], Principal

date approved 10/19/23

_____, Director of Schools

date approved _____

_____, Chairman, BOE

date approved _____

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FIELD TRIP & EXCURSION REQUEST
FORM Out-of-State or Overnight

Name of the school: Greeneville High

Person Requesting: Brooke Williams

Purpose of the Field Trip: State Competition

Destination of Field Trip: Smyrna, TN

Grade(s) of students attending: 8-12

Dates requested: Nov 4-5 Departure Time: TBA Return Time: Nov 5 around 1pm

Approximate # of students to attend: 116

Number, names and affiliation of chaperones attending:

TBA female List names and affiliation: we will have at least one chaperone per 5 students & they are on

TBA male List names and affiliation: the approved volunteer list.

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greeneville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per BOE policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight or Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

[Signature], Principal

date approved 10/19/23

_____, Director of Schools

date approved _____

_____, Chairman, BOE

date approved _____

Cultivate the Mind and Impact the Heart through Excellence and Equity

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Revised 9.25.2023



FIELD TRIP & EXCURSION REQUEST
FORM Out-of-State or Overnight

Name of the school: Greeneville High School

Person Requesting: Larry Blalock

Purpose of the Field Trip: State Cross Country Meet

Destination of Field Trip: Sanders Ferry Park, Hendersonville, TN

Grade(s) of students attending: 9

Dates requested: Nov 2-3, 2023 Departure Time: 10:00 AM Return Time: 11:00 PM

Approximate # of students to attend: 1 Trey Bailey

Number, names and affiliation of chaperones attending:

female List names and affiliation: _____

1 male List names and affiliation: Larry Blalock (Trey's Parents will be there, also)

("There must be at least one female and one male chaperone if the trip is for a mixed group. A chaperone of the same sex will accompany students on overnight trips")

All Greeneville City Schools guidelines for out-of-state and overnight field trips shall be followed in planning and conducting this field trip per BOE policy 4.302, and approval of my principal, the Director of Schools, and Board of Education is required. For an Overnight or Out-of-State Field Trip Request to be considered for approval, it must be received in the director of school's office 10 days prior to the scheduled date of the Board meeting at which it will be considered for approval.

Daisy L. Shepard, Principal date approved 10/26/23

_____, Director of Schools date approved _____

_____, Chairman, BOE date approved _____

Cultivate the Mind and Impact the Heart through Excellence and Equity

FY24 ESSER 3.0 Application Board Approval

School Year 2023-24

Due December 1, 2023

LEA #: 301	LEA Name (Legal Name of Agency): Greenville City Schools
LEA Legal Mailing Address:	
Street Address: <u>129 West Depot Street</u>	
City: <u>Greenville</u> State: <u>TN</u> Zip: <u>37743</u>	

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year's application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

October 26, 2023

Board Meeting Date

Director of Schools (Signature)

Steve Starnes

Director of Schools (Print Name)

Click or tap here to enter text.

Date Signed

Board of Education Official (Signature)

Cindy Luttrell

Board of Education Official (Print Name)

Click or tap here to enter text.

Date Signed

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - History Log

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
	9/27/2023 5:23:13 PM	Debbie Thompson	Status changed to 'TDOE Elementary and Secondary School Emergency Relief (ESSER) 3.0 Director Approved'.	S
	9/25/2023 8:27:42 AM	Michelle Harless	Status changed to 'TDOE Elementary and Secondary School Emergency Relief (ESSER) 3.0 Consultant Approved'.	S
<input type="checkbox"/>	9/25/2023 8:00:03 AM	Steve Starnes	Agreed to "By submitting this automated application, the local education agency representatives assure that the application will be authorized by the board of education of the local education agency, and the undersigned representatives have been duly authorized by formal action of the board to file this application for, and on behalf of, the local education agency, and otherwise to act as the authorized representatives of the local education agency in connection with this application. By submitting this automated application, the local education agency is acknowledging that it understands and agrees to abide by the applicable assurances attached to this application."	C
	9/25/2023 8:00:03 AM	Steve Starnes	Status changed to 'LEA Authorized Representative Approved'.	S
	9/25/2023 7:55:39 AM	Tamara Wilcox	Status changed to 'LEA Fiscal Representative Approved'.	S
	9/25/2023 7:55:34 AM	Tamara Wilcox	Status changed to 'Draft Completed'.	S
	9/25/2023 7:46:48 AM	Michelle Harless	Status changed to 'TDOE Elementary and Secondary School Emergency Relief (ESSER) 3.0 Consultant Returned Not Approved'.	S
<input type="checkbox"/>	9/22/2023 3:10:27 PM	Steve Starnes	Agreed to "By submitting this automated application, the local education agency representatives assure that the application will be authorized by the board of education of the local education agency, and the undersigned representatives have been duly authorized by formal action of the board to file this application for, and on behalf of, the local education agency, and otherwise to act as the authorized representatives of the local education agency in connection with this application. By submitting this automated application, the local education agency is acknowledging that it understands and agrees to abide by the applicable assurances attached to this application."	C
	9/22/2023 3:10:27 PM	Steve Starnes	Status changed to 'LEA Authorized Representative Approved'.	S
	9/22/2023 2:18:49 PM	Tamara Wilcox	Status changed to 'LEA Fiscal Representative Approved'.	S
	9/22/2023 2:05:56 PM	Robin Crabtree	Status changed to 'Draft Completed'.	S
	9/7/2023 2:11:01 PM	Robin Crabtree	Status changed to 'Draft Started'.	S

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
	7/10/2023 2:28:01 PM	Melissa Brown	Status changed to 'Not Started'.	S

Allocations

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Allocations

(1)		ESSER 3.0	Total
Original		\$0.00	\$0.00
Incoming Carryover		\$1,814,620.12	\$1,814,620.12
Outgoing Carryover		\$0.00	\$0.00
Reallocated		\$0.00	\$0.00
Additional		\$0.00	\$0.00
Released		\$0.00	\$0.00
Consortium		\$0.00	\$0.00
Forfeited		\$0.00	\$0.00
FER Released		\$0.00	\$0.00
Total		\$1,814,620.12	\$1,814,620.12

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

LEA ID#

301

LEA Name

Greenville City Schools

LEA Official Address

Street

129 W Depot St

City

Greenville

Zip Code

37743-1420

Phone

423-787-8000

LEA Website

<https://www2.gcschools.net/>

Director of Schools

Name

Steve Starnes

Email

starnes@gcschools.net

Phone

423-787-5000

ESSER 3.0 Point of Contact

Name

Mike Fulkerson

Email

fulkersonm@gcschools.net

Phone

4238235200

*** Anticipated Health and Safety Plan URL/Link**

<https://4.files.edl.io/8b5e/09/28/22/163812-cf9b36a3-d18a-41fa-976d-b4f07c50e244.pdf> <https://4.files.edl.io/9e0b/09/28/22/163659-dfbe7bd5-31c4-423b-91fa-f0578800b86f.pdf>

DUNS Number

87765706

UEI Number

GN2SR8LJM4N3

The American Rescue Plan Act (ARPA) Act funds available through this grant are one-time grant funds made available through the U.S. Department of Education. All funds should be used for the unique needs identified by LEAs during the COVID-19 pandemic. American Rescue Plan Act (ARPA) funds are intended to support the academic and non-academic needs of students and to help LEAs and schools prepare for re-entry and continuous learning for the upcoming 2021-22 school year.

Budget

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Indirect Cost Guide

Total Allocation	\$1,814,620.12
Existing Budget In Categories Not Eligible for Indirect Cost	\$502,075.85
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$1,312,544.27
Indirect Cost Rate	17.51%
Max Available Budget In Categories Eligible for Indirect Cost	\$1,116,963.90
Max Indirect Cost	\$195,580.37

Account Number	Total
71100 - Regular Instruction Program	\$1,131,162.85
71150 - Alternative Instruction Program	\$0.00
71200 - Special Education Program	\$0.00
71300 - Vocational Education Program	\$0.00
72110 - Attendance	\$0.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$29,898.00
72210 - Support Services/Regular Instruction Program	\$206,380.27
72215 - Support Services/Alternative Instruction Program	\$0.00
72220 - Support Services/Special Education Program	\$0.00
72230 - Support Services/Vocational Education Program	\$0.00
72250 - Education Technology	\$0.00
72260 - Support Services/Adult Education Program	\$0.00
72320 - Office of the Superintendent	\$0.00
72410 - Office of the Principal	\$215,796.00
72510 - Fiscal Services	\$0.00
72520 - Human Resources/Personnel	\$0.00
72610 - Operation of Plant	\$35,883.00
72620 - Maintenance of Plant	\$0.00

72710 - Transportation	\$0.00
73100 - Food Service	\$0.00
73300 - Community Services	\$0.00
73400 - Early Childhood Education	\$0.00
76100 - Regular Capital Outlay	\$0.00
99100 - Transfers Out	\$195,500.00
Total	\$1,814,620.12
Adjusted Allocation	\$1,814,620.12
Remaining	\$0.00

Budget Detail

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

71100 - Regular Instruction Program - \$1,131,162.85

Budget Detail

Narrative Description

Account Number: 71100 - Regular Instruction Program

Line Item Number: 116 - Teachers

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$84,582.00

Line Item Total: \$84,582.00

\$70,182 - Hire one ESL teacher to support ELL students in providing direct ELL services at the elementary and secondary levels- In 2020-2021, GCS employed three ESL teachers for the entire district of over 2,800 students. Time spent travelling between shared schools and a low number of teachers allowed time for only the required pull-out ELL services. Our ELL students need additional inclusion support to be successful in the classroom. This additional position was supported through ESSER 3.0 funds in year 1. ESSER 3.0 funds will continue to support this added position, helping GCS address learning loss of our ELL students. Headcount - 1, FTE 1.

· How proposed activity supports the focus area- This activity addresses Learning Loss by providing targeted assistance to our ELL student population. Recent data highlighted this need, as our ELL population has experienced greater declines in learning than other student populations.

· How effectiveness of activity will be assessed- The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading and math. Effectiveness will also be assessed with growth on CASE benchmark assessments in reading and math (in TNReady tested grade levels) using the Mastery Connect platform. Effectiveness will also be assessed by analyzing growth on the WIDA assessment.

\$14,400 - A short-term teaching position will focus on working with elementary students in groups to improve learning outcomes from August through October 2023 Headcount - 1, FTE -.3

Account Number: 71100 - Regular Instruction Program

Line Item Number: 163 - Educational Assistants

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity:

\$441,000 - Grades K-8 Learning Acceleration Specialists (name revision 12/6/21 from Learning Acceleration Interventionists to Learning Acceleration Specialists) - School teams analyzed all available data from 2020-2021 TN Ready assessments and NWEA formative assessment data from spring 2021 to look at students who scored, or were projected to score, in the approaching category in ELA and math. Specialists began in year 1 of ESSER 3 funds and will continue into years 2 and 3. They provide targeted tutoring services for identified students at five elementary schools, as well as Greeneville Middle School. Number of assistants at each school are determined by student population numbers and data analysis of needs. All stakeholder groups identified direct support for student learning as the highest priority. Head Count - 17, FTE - 14.28

\$20,440 - Response to Intervention (RTI) Instructional Assistant - an RTI Instructional Assistant will help support learning loss at Greeneville High School by providing intervention services for math and reading, as well as individual instruction based on the needs of each student. RTI assistants monitor student progress. Head Count - 1, FTE .5.

1.00
Cost: \$461,440.00
Line Item Total: \$461,440.00

Account Number: 71100 - Regular Instruction Program
Line Item Number: 201 - Social Security
Focus Area: Addressing Learning Loss: Coordinat...
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greeneville (301)
Quantity: 1.00
Cost: \$33,854.00
Line Item Total: \$33,854.00

FICA

Account Number: 71100 - Regular Instruction Program
Line Item Number: 204 - Pensions
Focus Area: Addressing Learning Loss: Coordinat...
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greeneville (301)
Quantity: 1.00

Retirement

Cost:
Line Item Total:

Account Number: 71100 - Regular Instruction Program
Line Item Number: 206 - Life Insurance
Focus Area: Addressing Learning Loss: Coordinat...
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greenville (301)
Quantity:
Cost:
Line Item Total:

Life Insurance

Account Number: 71100 - Regular Instruction Program
Line Item Number: 207 - Medical Insurance
Focus Area: Conducting Other Necessary Activiti...
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greenville (301)
Quantity:
Cost:

Medical Insurance - Permanent Subs

Line Item Total: \$16,800.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 207 - Medical Insurance

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$10,257.00

Line Item Total: \$10,257.00

Medical Insurance

Account Number: 71100 - Regular Instruction Program

Line Item Number: 212 - Employer Medicare

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$7,918.00

Line Item Total: \$7,918.00

Medicare

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greenville (301)

Quantity: 1.00

Cost: \$27,379.00

Line Item Total: \$27,379.00

\$5,600 - CER - The Greeneville City district is partnering with all other systems in the First TN district, and other districts throughout the state, to develop high quality vetted materials for all core subjects. This fee allows all teachers in our district access to these materials. Highly effective teachers are creating and vetting all materials that are placed on the website. All materials are also vetted by the CER director. As this platform continues to grow and develop, it will be a valuable resource for teachers to close learning gaps and address learning loss. Teachers will also have access to all grade levels, so they will have materials at their fingertips to fill in standard gaps or accelerate learning from other grade level materials.

\$21,779 - Sunday System Reading offers structured, systematic, multisensory reading intervention for readers at the beginning stages of reading through the end of the 2nd-grade reading level. Each lesson plan uses proven methods to provide effective intervention in small-group settings.

-The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading, along with growth on CASE benchmark assessments in reading (in TN Ready tested grade levels) using the Mastery Connect platform.

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greenville (301)

Quantity: 1.00

Cost: \$45,334.00

Line Item Total: \$45,334.00

\$2,849 - IXL Licenses for GHS Ninth Grade ELA and Special Populations - Current 9th grade students were not included in summer school options with state funding. Recent data supports the need for additional support in ELA for our 9th grade students and our 9-12 students with special needs.

\$42,485 - Reading Plus Software - This software will be used in grades 3-5. Reading Plus is an adaptive literacy solution that improves fluency, comprehension, vocabulary, stamina, and motivation. Used in more than 7,800 schools, Reading Plus is helping more than one million students become proficient readers.

Account Number: 71100 - Regular Instruction Program

Student Devices-
The Greeneville City School District decided several years ago to find a way to provide each

Line Item Number: 722 - Regular Instruction Equipment

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$436,475.85

Line Item Total: \$436,475.85

student in grades 3-12 with a computing device with a solid plan for cyclical replacement. This ensures relevant and robust learning devices are in place. The COVID-19 pandemic quickly caused the district to also provide new student devices to students in grades K-2, too. Currently, all students in the district have a district-provided computer (Dell 3190 series laptop). To ensure that students and teachers are equipped for anytime, any place learning, it is critical that the computers (current \$240/unit price point) are replaced at least every 36 months. The district will utilize a combination of funding sources to accomplish this goal. We will purchase 425 devices with these funds.

Total for 71100 - Regular Instruction Program: \$1,131,162.85

Total for all other Account Numbers: \$683,457.27

Total for all Account Numbers: \$1,814,620.12

Adjusted Allocation: \$1,814,620.12

Remaining: \$0.00

Budget Detail

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

72130 - Other Student Support - \$29,898.00

Budget Detail

Narrative Description

Account Number: 72130 - Other Student Support

Line Item Number: 322 - Evaluation & Testing

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$29,898.00

Line Item Total: \$29,898.00

CASE assessments will assist in closing student learning gaps and mitigating student learning loss by providing data showing how students are progressing on specific grade level standards. This will allow teachers to differentiate instruction and create individual learning paths for students. The item banks will allow teachers to create standards aligned questions and assessments to use regularly in classroom instruction. The data tracker for both the teacher created and benchmark assessments will allow teacher to make data driven instructional decisions to fill in gaps from previous learning loss. Effectiveness will be measured by TNReady proficiency and TVAAS improvement.

Total for 72130 - Other Student Support: \$29,898.00

Total for all other Account Numbers: \$1,784,722.12

Total for all Account Numbers: \$1,814,620.12

Adjusted Allocation: \$1,814,620.12

Remaining: \$0.00

Budget Detail

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

72210 - Support Services/Regular Instruction Program - \$206,380.27 ▼

Budget Detail

Narrative Description

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 189 - Other Salaries & Wages

Focus Area: Administrative Cost

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$17,200.00

Line Item Total: \$17,200.00

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 201 - Social Security

Focus Area: Administrative Cost

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity:

ESSER Specialist - Under the direction of Greeneville City School's Federal Projects Director, the ESSER specialist assists with the review of revenue and expenditures of all ESSER grants in order to: assist with appropriate reports to close out grants at year-end; update the required six-monthly Public Spending Plan and Health and Safety addenda; and provide surveys and any other feedback support for assessments and reports. This position helps ensure accuracy of information and helps meet the required reporting of information statuses and guidelines by preparing and maintaining ESSER records for monitoring compliance. The specialist helps track ESSER information and reports on ESSER grants in a compliant and effective manner. One month only, position resigned. - Headcount -1,FTE 1.

Administrative Bonuses for ESSER Specialist, Federal Programs Director, Federal Programs Finance Specialist, Human Resource Specialists, Accounts Payable and Payroll Specialists - Head Count - 7, FTE, .7

FICA

1.00

Cost:

\$942.00

Line Item Total:

\$942.00

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 204 - Pensions

Focus Area: Administrative Cost

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity:

1.00

Cost:

\$2,189.00

Line Item Total:

\$2,189.00

Retirement

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 206 - Life Insurance

Focus Area: Administrative Cost

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity:

1.00

Life Insurance

Cost:
Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction
Line Item Number: 207 - Medical Insurance
Focus Area: Administrative Cost
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greenville (301)
Quantity:
Cost:
Line Item Total:

Medical Insurance

Account Number: 72210 - Support Services/Regular Instruction
Line Item Number: 212 - Employer Medicare
Focus Area: Administrative Cost
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greenville (301)
Quantity:
Cost:

Medicare

Line Item Total: \$250.00

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$119,513.27

Line Item Total: \$119,513.27

\$32,000 - Secondary ELA Professional Development- Professional learning around implementation of high-quality instructional materials and literacy in all content areas is an identified need based on current released data.

Chris Tovani / The Tovani Group will be the consultant group presenting literacy professional development.

· How proposed activity supports the focus area- this activity supports the focus area of Learning Loss by providing teachers with professional learning around implementation of high-quality instructional materials that were purchased this year at the middle and high school levels. Additionally, professional learning around literacy in all content areas is an identified need based on current released data.

· How effectiveness of activity will be assessed- The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading. Effectiveness will also be assessed using bi-weekly common standards based formative assessments created from CASE item banks using the Mastery Connect platform.

\$32,375.27 - Professional Development in Mathematics -

How proposed activity supports the focus area- this activity supports the focus area of Learning Loss by providing teachers with professional learning in mathematics to better meet the needs of all learners. Recent data indicates a need for this professional learning.

We have narrowed our professional development presenters down to two: Solution Tree and Tammy L. Jones/ TLJ Consulting Group.

· How effectiveness of activity will be assessed- The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in math. Effectiveness will also be assessed using bi-weekly common standards based formative assessments created from CASE item banks using the Mastery Connect platform.

\$15,138 - NASSP Advocacy Conference -

The district will take a team of 15 administrators that will include, all principals, all assistant principals, Director of Schools, Assistant Director of Schools for Instruction, and the Teaching and Learning Coordinator to The National Association of Secondary School Principals Ignite 2023 conference. Grade levels Pre-K through 12 will be impacted by this work. The conference will equip school and district leaders to better respond to student needs and learning gaps as a result of Covid-19 learning disruptions. The conference guide description describes the radical change in principalship, education landscape, and student needs due to Covid-19. The conference will be tailored to equipping leaders with tools to assist in leadership transformation to meet these needs.

\$40,000 - Aspiring Instructional Leadership Academy -

Provides aspiring leaders with the skills and competencies to enhance their leadership skills.

There will be a pathway for aspiring teacher leaders and a pathway for aspiring administrators. Funding will be used to provide consultants to facilitate sessions and to send aspiring leader candidates to national conferences. Aspiring leaders will participate in a two-year instructional program that will concentrate on basic knowledge of the core values of the school district, foundations of leadership standards, effective instructional practices, improving school-wide instruction, supervising and human capital management, cultivating leadership in others, and other skills needed to make student centered leadership decisions. Participants will spend time investigating their own leadership qualities. In addition, they will spend time shadowing current leaders in Greeneville and surrounding school districts.

The district will purchase Pulse devices to help SPED/ESL/Counselors monitor and easily collect signatures from team members, improve GCS communication with parents, and assist with compliance, as the state moves to streamline paperwork using electronic signatures. The iPads will provide parent access to translation, tools, as well, to assist our parents who do not speak English.

-Effectiveness will be evidenced through the monitoring process that all PULSE documents are up to date and in compliance. We will see that parent communication is strengthened by allowing parents to better access all documentation and participate in the meetings in a more meaningful way. This technology will allow all case managers to effectively manage their paperwork, ensuring that they are able to meet the electronic opportunities / deadlines as provided in TN Pulse.

Account Number: 72210 - Support Services/Regular Instruction Program
Line Item Number: 790 - Other Equipment
Focus Area: Purchasing Education Technology
School Type: Traditional Public School
Optional:
Optional Program Code:
Location Code: Greeneville (301)
Quantity: 1.00
Cost: \$65,600.00
Line Item Total: \$65,600.00

Total for 72210 - Support Services/Regular Instruction Program:	\$206,380.27
Total for all other Account Numbers:	\$1,608,239.85
Total for all Account Numbers:	\$1,814,620.12
Adjusted Allocation:	\$1,814,620.12
Remaining:	\$0.00

Budget Detail

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

72410 - Office of the Principal - \$215,796.00 ▼

Budget Detail

Narrative Description

Account Number: 72410 - Office of the Principal

Line Item Number: 139 - Assistant Principal(s)

Focus Area: Conducting Other Necessary Activiti...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$174,082.00

Line Item Total: \$174,082.00

Account Number: 72410 - Office of the Principal

Line Item Number: 201 - Social Security

Focus Area: Conducting Other Necessary Activiti...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity:

The district will hire two additional assistant principals, one for Greeneville Middle School and one for Greeneville High School. Their duties include but are not limited to: Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems. Works closely with the Guidance department and school Psychologist in assisting with student problems / mental health concerns. Supervises the school's safety, security, and environmental control programs. Resolving conflicts and negotiating with others. Assists the Principal in the supervision of student conduct and extra-curricular activities. Assists the Principal in the coordination of programs and services supplementary to the instructional program. This funding will allow us to place an additional administrator with our students who are most in need of social and emotional support. HC - 2, FTE - 2

-Effectiveness will be measured by tracking behavioral data / discipline referrals and comparing it to the previous school year. Tracking grades and attendance on students who are receiving mental health support and compare from previous school year.

FICA

1.00

Cost: \$10,793.00

Line Item Total: \$10,793.00

Account Number: 72410 - Office of the Principal

Line Item Number: 204 - Pensions

Focus Area: Conducting Other Necessary Activiti...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$11,855.00

Line Item Total: \$11,855.00

Retirement

Account Number: 72410 - Office of the Principal

Line Item Number: 206 - Life Insurance

Focus Area: Conducting Other Necessary Activiti...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Life Insurance

Cost:	\$126.00	
Line Item Total:	\$126.00	
Account Number:	72410 - Office of the Principal	Health Insurance
Line Item Number:	207 - Medical Insurance	
Focus Area:	Conducting Other Necessary Activiti...	
School Type:	Traditional Public School	
Optional:		
Optional Program Code:		
Location Code:	Greeneville (301)	
Quantity:	1.00	
Cost:	\$16,416.00	
Line Item Total:	\$16,416.00	
Account Number:	72410 - Office of the Principal	Medicare
Line Item Number:	212 - Employer Medicare	
Focus Area:	Conducting Other Necessary Activiti...	
School Type:	Traditional Public School	
Optional:		
Optional Program Code:		
Location Code:	Greeneville (301)	
Quantity:	1.00	
Cost:	\$2,524.00	

Line Item
Total:

\$2,524.00

Total for 72410 - Office of the Principal:

\$215,796.00

Total for all other Account Numbers:

\$1,598,824.12

Total for all Account Numbers:

\$1,814,620.12

Adjusted Allocation:

\$1,814,620.12

Remaining:

\$0.00

Budget Detail

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

72610 - Operation of Plant - \$35,883.00

Budget Detail

Narrative Description

Account Number: 72610 - Operation of Plant

Line Item Number: 166 - Custodial Personnel

Focus Area: Addressing Facility Needs and Defer...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$33,333.00

Line Item Total: \$33,333.00

Account Number: 72610 - Operation of Plant

Line Item Number: 201 - Social Security

Focus Area: Addressing Facility Needs and Defer...

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity:

Three additional custodial positions - To provide additional cleaning throughout school cafeterias and dining areas, it is necessary to increase district Custodial Team staffing. The addition of four part-time employees will provide an opportunity to allow the only other daytime custodians to focus on cleaning touchpoints and commonly used areas such as school libraries and gymnasiums while the new team members focus on cleaning school cafeterias and dining areas where large groups of students and staff eat breakfast and lunch daily. Headcount - 4, FTE 3.36

FICA

1.00
Cost: \$2,067.00
Line Item Total: \$2,067.00

Account Number: 72610 - Operation of Plant
Line Item Number: 212 - Employer Medicare

Focus Area: Addressing Facility Needs and Defer...

School Type: Traditional Public School

Optional:
Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00
Cost: \$483.00
Line Item Total: \$483.00

Medicare

Total for 72610 - Operation of Plant: \$35,883.00
Total for all other Account Numbers: \$1,778,737.12
Total for all Account Numbers: \$1,814,620.12
Adjusted Allocation: \$1,814,620.12
Remaining: \$0.00

Budget Detail

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

99100 - Transfers Out - \$195,500.00

Budget Detail

Narrative Description

Account Number: 99100 - Transfers Out

Line Item Number: 504 - Indirect Cost

Focus Area: Indirect Cost

School Type: Traditional Public School

Optional:

Optional Program Code:

Location Code: Greeneville (301)

Quantity: 1.00

Cost: \$195,500.00

Line Item Total: \$195,500.00

Indirect Cost

Total for 99100 - Transfers Out: \$195,500.00

Total for all other Account Numbers: \$1,619,120.12

Total for all Account Numbers: \$1,814,620.12

Adjusted Allocation: \$1,814,620.12

Remaining: \$0.00

Budget Overview

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Indirect Cost Guide	
Total Allocation	\$1,814,620.12
Existing Budget In Categories Not Eligible for Indirect Cost	\$502,075.85
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$1,312,544.27
Indirect Cost Rate	17.51%
Max Available Budget In Categories Eligible for Indirect Cost	\$1,116,963.90
Max Indirect Cost	\$195,580.37

Filter by Location: All - \$1,814,620.12 ▼

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72410 - Office of the Principal	72610 - Operation of Plant	99100 - Transfers Out	Total
116 - Teachers	84,582.00						84,582.00
139 - Assistant Principal(s)				174,082.00			174,082.00
163 - Educational Assistants	461,440.00	0.00					461,440.00
166 - Custodial Personnel					33,333.00		33,333.00
189 - Other Salaries & Wages	0.00	0.00	17,200.00	0.00	0.00		17,200.00
201 - Social Security	33,854.00	0.00	942.00	10,793.00	2,067.00		47,656.00
204 - Pensions	7,080.00	0.00	2,189.00	11,855.00	0.00		21,124.00
206 - Life Insurance	43.00	0.00	3.00	126.00	0.00		172.00
207 - Medical Insurance	27,057.00	0.00	683.00	16,416.00	0.00		44,156.00

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72410 - Office of the Principal	72610 - Operation of Plant	99100 - Transfers Out	Total
212 - Employer Medicare		7,918.00	0.00	250.00	2,524.00	483.00		11,175.00
322 - Evaluation & Testing			29,898.00					29,898.00
429 - Instructional Supplies & Materials		27,379.00						27,379.00
471 - Software		45,334.00	0.00	0.00	0.00	0.00		45,334.00
504 - Indirect Cost							195,500.00	195,500.00
524 - In-Service / Staff Development			0.00	119,513.27	0.00	0.00		119,513.27
722 - Regular Instruction Equipment		436,475.85						436,475.85
790 - Other Equipment			0.00	65,600.00				65,600.00
Total		1,131,162.85	29,898.00	206,380.27	215,796.00	35,883.00	195,500.00	1,814,620.12
							Adjusted Allocation	1,814,620.12
							Remaining	0.00

Spending Plan

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

All activities from the LEA's budget should be reflected in the spending plan.

* The LEA assures the amounts listed below in the boxes as expended on Address Learning Loss in FY22 and FY23 are correct and documentation is available at the local level for monitoring and oversight.

After analyzing and repurposing other funding sources, justify the spending plan for the American Rescue Plan Act (ARPA) funds aligned with the needs and the comprehensive LEA-level plan. For each of the applicable focus areas below, verify the amount, and explain how each focus area addresses the needs. The amounts should not exceed the LEA's allocation.

1. Addressing Learning Loss: Coordinators, Summer, Supplemental After School, and Tutoring

Learning Loss Calculation (LEAs must spend a minimum of 20%, across the life of the grant, on Addressing Learning Loss)

\$4,578,492.02	Original Allocation
\$ 915698.404	20% to be expended on <u>Addressing Learning Loss</u> .
* \$ 244,448.70	How much was expended on Addressing Learning Loss in <u>FY22</u> ?
\$ 426,642.82	How much was expended on Addressing Learning Loss in <u>FY23</u> ?
\$ 244,606.88	The remaining minimum amount based on the LEA original allocation minus the amount expended on Addressing Learning Loss in FY22 and FY23.

\$ 827,298.27 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

1), Learning Acceleration Specialists

Certified teachers or highly trained assistants continue to support students in the approaching category of ELA and Math on the TN Ready Assessments and NWEA assessments (11 elementary and 6 for middle for a total of 17). As outlined below, these positions began in year 1 with the use of ESSER 3.0 funds. The positions are budgeted as follows: they begin working after Labor Day through the end of TCAPs. Headcount - 17, FTE 14.28.

Positions are as follows:

- Highland Elementary School - 2 positions at 25 hours per week for 25 weeks in year 1 and 30 weeks in years 2 and 3
- Hal Henard Elementary School - 3 positions at 25 hours per week for 25 weeks in year 1 and 30 weeks in years 2 and 3
- EastView Elementary School - 3 positions at 25 hours per week for 25 weeks in year 1 and 30 weeks in years 2 and 3
- Tusculum View Elementary School - 3 positions at 25 hours per week for 25 weeks in year 1 and 30 weeks in years 2 and 3
- Greeneville Middle School - 4 positions at 29 hours per week for 25 weeks in year 1 and 30 weeks in years 2 and 3 (Revision 4/10/23)

- TOPS - 2 positions at 25 hours per week in years 2 and 3 (Revision 4/10/23)

How proposed activity supports the focus area-This activity addresses Learning Loss by providing targeted, focused, standards-based acceleration that will be provided by certified teachers or highly trained teacher assistants. This intervention takes place four to five days per week for at least thirty minutes per day. Curriculum is provided by the TDOE and is supplemented with district curriculum resources.

How effectiveness of activity will be assessed- The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading and math, along with growth on CASE benchmark assessments in reading and math (in TN Ready tested grade levels) using the Mastery Connect platform.

2). ESL teacher

Hire one ESL teacher to support ELL students in providing direct ELL services at the elementary and secondary levels- In 2020-2021, GCS employed three ESL teachers for the entire district of over 2,800 students. Time spent travelling between shared schools and a low number of teachers allowed time for only the required pull-out ELL services. Our ELL students need additional inclusion support to be successful in the classroom. This additional position was supported through ESSER 3.0 funds in year 1. ESSER 3.0 funds will continue to support this added position, helping GCS address learning loss of our ELL students. Headcount - 1, FTE 1.

- How proposed activity supports the focus area- This activity addresses Learning Loss by providing targeted assistance to our ELL student population. Recent data highlighted this need, as our ELL population has experienced greater declines in learning than other student populations.

- How effectiveness of activity will be assessed- The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading and math. Effectiveness will also be assessed with growth on CASE benchmark assessments in reading and math (in TNReady tested grade levels) using the Mastery Connect platform. Effectiveness will also be assessed by analyzing growth on the WIDA assessment.

3). Response to Intervention (RTI) Instructional Assistant

Response to Intervention (RTI) Instructional Assistant – the RTI Instructional Assistant will help support learning loss at Greeneville High School by providing intervention services for math and reading, as well as individual instruction based on the needs of each student. RTI assistants monitor student progress. Headcount 1; FTE 1.

-How effectiveness of activity will be assessed- The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading and math, along with growth on CASE benchmark assessments in reading and math (in TN Ready tested grade levels) using the Mastery Connect platform.

4). Reading Plus

This software will be used in grades 3-5. Reading Plus is an adaptive literacy solution that improves fluency, comprehension, vocabulary, stamina, and motivation. Used in more than 7,800 schools, Reading Plus is helping more than one million students become proficient readers.

-How proposed activity supports the focus area - this software supports learning loss by helping improve literacy in grades 3-5.

-Effectiveness will be assessed by analyzing student growth on the grades 3, 4, 5 STAR 360 reading assessment three times per year and comparing to Reading Plus utilization.

5). Soliday Reading RTI Materials

Soliday System Reading offers structured, systematic, multisensory reading intervention for readers at the beginning stages of reading through the end of the 2nd-grade reading level. Each lesson plan uses proven methods to provide effective intervention in small-group settings.

-The effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading, along with growth on CASE benchmark assessments in reading (in TN Ready tested grade levels) using the Mastery Connect platform.

6). Teacher Position

A short-term teaching position will focus on working with elementary students in groups to improve learning outcomes from August through October 2023.

-The effectiveness of this position will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading and math, along with growth on CASE benchmark assessments in reading and math (in TN Ready tested grade levels) using the Mastery Connect platform.

7). Online Professional Development

Teachers will have access to an online professional development platform that will provide them with additional learning to help our students close the learning loss gap in ELA and Mathematics.

-Effectiveness of this activity will be assessed by analyzing student RIT scale growth on the NWEA Map assessment in reading and math, along with growth on CASE benchmark assessments in reading and math (in TN Ready tested grade levels) using the Mastery Connect platform.

8). Comprehensive Educational Resources (CER)

The Greeneville City district is partnering with all other systems in the First TN district, and other districts throughout the state, to develop high quality vetted materials for all core subjects. This fee allows all teachers in our district access to these materials. Highly effective teachers are creating and vetting all materials that are placed on the website. All materials are also vetted by the CER director. As this platform continues to grow and develop, it will be a valuable resource for teachers to close learning gaps and address learning loss. Teachers will also have access to all grade levels, so they will have materials at their fingertips to fill in standard gaps or accelerate learning from other grade level materials.

-How proposed activity supports the focus area - this resource addresses Learning Loss by making available to instructors quality materials for core subjects across all grade levels to help fill in learning gaps.

-Effectiveness will be measured using teacher survey data.

9). CASE

CASE/Mastery Connect Item Banks and Benchmark Assessments.

CASE benchmark assessments were purchased for all TNReady tested grades, and subject areas are being used formatively to make instructional decisions. All subgroup data is available in this program to make differentiated instructional decisions.

-How proposed activity supports the focus area- this activity supports the focus area of Learning Loss by providing TN standards aligned item banks that will allow results to be utilized to differentiate instruction for all students, with emphasis on subgroup differentiation

-How effectiveness of activity will be assessed- the effectiveness of this activity will be assessed by analyzing NWEA RIT score growth in reading and math. Effectiveness will also be determined by comparing rigor levels of questions to TNReady sample items and by comparing the TNReady performance projects to actual performance.

10). Aspiring Instructional Leadership Academy

Provides aspiring leaders with the skills and competencies to enhance their leadership skills. There will be a pathway for aspiring teacher leaders and a pathway for aspiring administrators. Funding will be used to provide consultants to facilitate sessions and to send aspiring leader candidates to national conferences. Aspiring leaders will participate in a two-year instructional program that will concentrate on basic knowledge of the core values of the school district, foundations of leadership standards, effective instructional practices, improving school-wide instruction, supervising and human capital management, cultivating leadership in others, and other skills needed to make student centered leadership decisions. Participants will spend time investigating their own leadership qualities. In addition, they will spend time shadowing current leaders in Greeneville and surrounding school districts.

-The effectiveness of the program will be assessed using pre and post surveys from participants.

11). The NASSP Advocacy Conference

The district will take a team of 15 administrators that will include, all principals, all assistant principals, Director of Schools, Assistant Director of Schools for Instruction, and the Teaching and Learning Coordinator to The National Association of Secondary School Principals Ignite 2023 conference. Grade levels Pre-K through 12 will be impacted by this work. The conference will equip school and district leaders to better respond to student needs and learning gaps as a result of Covid-19 learning disruptions. The conference guide description describes the radical change in principalship, education landscape, and student needs due to Covid-19. The conference will be tailored to equipping leaders with tools to assist in leadership transformation to meet these needs.

-The effectiveness of this work will be assessed by the Director of Schools during principal evaluations using the TEAM administrator rubric.

12.) IXL Licenses

Funds will provide IXL for current 9th grade students who were not included in previous summer school options with state funding and need additional support in ELA. Recent data supports the need for additional support in ELA for our 9th grade students and our 9-12 students with special needs.

-The effectiveness will be assessed with growth on CASE benchmark assessments in reading (in TNReady tested grade levels) and by using IXL analytics.

2. Addressing Learning Acceleration: Summer, Supplemental After School, and Tutoring

\$ Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

3. Addressing Facility Needs and Deferred Maintenance/Infrastructure

\$ Amount

The amount box auto-populates based on inputs from the Budget Page.

NOTE: Items in this category will require more extensive rationale/support.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

Lunchtime custodians

Four additional custodians will provide additional cleaning throughout the school cafeterias and dining areas. The addition of these four part-time employees provide an opportunity to allow the only other daytime custodians to focus on cleaning touchpoints and commonly used areas such as school libraries and gymnasiums while the new team members focus on cleaning school cafeterias and dining areas where large groups of students and staff eat breakfast and lunch daily. Effectiveness will be assessed by semi-annual Facility and Safety inspections. Headcount 4 – FTE 3.36

4. Purchasing Education Technology (including hardware, software, and connectivity)

\$ 502,075.85 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

Student Devices

The Greeneville City School District decided several years ago to find a way to provide each student in grades 3-12 with a computing device with a solid plan for cyclical replacement. This ensures relevant and robust learning devices are in place. The COVID-19 pandemic quickly caused the district to also provide new student devices to students in grades K-2, too. Currently, all students in the district have a district-provided computer (Dell 3190 series laptop). To ensure that students and teachers are equipped for anytime, any place learning, it is critical that the computers (current \$240/unit price point) are replaced at least every 36 months. The district will utilize a combination of funding sources to accomplish this goal.

iPads for SPED/ESL/Counselors

The district will purchase Pulse devices to help SPED/ESL/Counselors monitor and easily collect signatures from team members, improve GCS communication with parents, and assist with compliance, as the state moves to streamline paperwork using electronic signatures. The iPads will provide parent access to translation, tools, as well, to assist our parents who do not speak English.

-Effectiveness will be evidenced through the monitoring process that all PULSE documents are up to date and in compliance. We will see that parent communication is strengthened by allowing parents to better access all documentation and participate in the meetings in a more meaningful way. This technology will allow all case managers to effectively manage their paperwork, ensuring that they are able to meet the electronic opportunities / deadlines as provided in TN Pulse.

5. Addressing the Unique Needs of Special Populations

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

6. School Facility Repairs

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.
Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

7. Providing Mental Health Supports

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.
Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

8. High Quality Instructional Materials for Math Adoption

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.
NOTE: Items in this category will require more extensive rationale/support.
Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

9. High Quality Instructional Materials for Early Literacy

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.
Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

10. Public Health Coordination and Protocols

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.
Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

11. Conducting Other Necessary Activities

\$ 232,596.00 Amount

The amount box auto-populates based on inputs from the Budget Page.
Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

Dedicated Substitutes

In years 1 and 2 of ESSER 3.0 funds, reliable, familiar substitutes who knew classroom protocol helped increase student achievement, increased student and teacher morale, and increased the likelihood of retaining high-quality teachers. Dedicated subs helped provide seamless classroom instruction for students during teacher absence. Year 3 is continued insurance benefits for those employed during the 2022-2023 school year.

Assistant Principals

The district will hire two additional assistant principals, one for Greeneville Middle School and one for Greeneville High School. Their duties include but are not limited to: Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems. Works closely with the Guidance department and school Psychologist in assisting with student problems / mental health concerns. Supervises the school's safety, security, and environmental control programs. Resolving conflicts and negotiating with others. Assists the Principal in the supervision of student conduct and extra-curricular activities. Assists the Principal in the coordination of programs and services supplementary to the instructional program. This funding will allow us to place an additional administrator with our students who are most in need of social and emotional support.

-Effectiveness will be measured by tracking behavioral data / discipline referrals and comparing it to the previous school year. Tracking grades and attendance on students who are receiving mental health support and compare from previous school year.

12. Indirect Cost

\$ 195,500.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

13. Administrative Cost

\$ 21,267.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Resources

[USED Use of Funds Detail Appendix](#)

[ESSER 3.0 Technical Guide](#)

[Learning Loss Allowability Chart](#)

[Click here to open the Learning Loss Tool guide.](#)

[ESSER Checklist for LEAs](#)

LEA Program Details

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Administration Cost

Program Administration: The reasonable and necessary costs to manage the federal grant in a compliant and effective manner.

The LEA is not utilizing grant funds to administer the ESSER 3.0. Provide a summary of how the grant program will be administered, including the title of the staff responsible for the grant administration, the FTE(s), and the other funding sources that will contribute to administrative staff salaries/benefits. The Federal Programs Director will be overseeing ESSER 3.0 and that position is paid with Consolidated Administration funds. The Federal Programs Finance Specialist is handling the bookkeeping/reporting for ESSER 3.0 and that position is funded out of Consolidated Administration (75%) and GP funds (25%).

The LEA is utilizing grant funds to administer the ESSER 3.0.

Systemwide Administration for ESSER 3.0 Grant Administration - Staff in this table are those who work in the central office on the direct administration of the grant.

Systemwide Administration for LEAs Using ESSER 3.0 Funds for Direct Administration: Staff in this table are those who work in the central office on the direct administration of the grant. If the LEA is not using ESSER 3.0 funds for grant administration, do not enter staff in this table.

	Headcount	FTE
Administration		
Resource Specialist		
Program/Project Director		
Other (specify) ESSER Specialist	1.00	0.08
Total		

Will new positions be hired with these funds?

No ▼

If yes, ensure these positions are reflected above.

Provide a brief description of the reasonable and necessary administrative activities and personnel. This includes the FTE and amount deducted from the grant.

Planning

Reflect on the challenges that the LEA faced during the COVID-19 pandemic. What prioritized needs did the LEA identify during the pandemic?

The first challenge we faced was getting devices and internet access to all students. A prioritized need is funding to replace outdated devices for students to better access online content. An additional challenge was that we did not have our guided reading and independent reading books online for student and teacher use. Another prioritized funding need is funding to purchase online versions of these materials in addition to print materials. There is a continued need to assess student learning gaps brought about during the pandemic. Tools for video conference with students and staff was also a challenge.

Learning Loss

Provide information on how the LEA is measuring and addressing learning loss and how ESSER 3.0 funds will support these measures. Please include an overview of the evidence-based interventions the LEA will implement to address learning for students.

Greeneville City is measuring learning loss and gain in several ways. We analyzed all NWEA universal screening data and CASE benchmark data for the 2020-2021 and 2021-22 school year at the school level to provide RTI services to students who qualify and to target specific students and student groups to invite to participate in our 21st Century Tutoring Programs. This data was also used to differentiate instruction in tier 1. When we received our 2020-2021 as well as 2021-22 TN Ready data, we immediately began analyzing this data to best serve the needs of our students. The TVAAS data gave a clearer picture of student growth, and we looked forward to individual student growth being populated in the TVAAS site so that we can increase our data picture of each child and make adjustments to best serve their needs, as TVAAS gives us the best picture of individual student gain or loss. We are proud of the overall student growth data in our schools and district but want to take a deeper dive in the individual student level data. In addition to teacher use for classroom instruction, data teams at each school meet every 4.5 weeks to analyze RTI, universal screening data, and progress monitoring data to ensure that students are making adequate progress and the team makes data driven decisions to ensure that student needs are met. The district RTI team meets every 4.5 weeks to ensure fidelity to the RTI procedures and protocols, to analyze district and school level data trends, and make adjustments according to the data. Outside of ESSER funding, we are providing before and after school tutoring through a 21st Century Grant and tutoring through partnership of the Niswonger Project on Track Program.

ESSER 3.0 funds will support this work in several ways. We have analyzed TN Ready data at the 3-8 level and NWEA data at the K-2 level to identify students in the approaching category to target for specific intervention. Our students below the 25th percentile are currently receiving RTI services to meet their needs. We have looked at both all student data and subgroup level data and have targeted students in the approaching category to provide targeted, standards-based intervention programs.

Evidence from previous programs in our district tells us that the most gain we see in student achievement is when certified teachers provide additional intervention services to our students. We have hired part-time, retired teachers or other certified teachers to provide these services. The teachers work with students for at least thirty minutes each day for at least four days per week. Specific grade level standards are the focus of these interventions using CASE formative assessments and CASE and NWEA benchmark assessment data. The 2022-2023 school year marks the second year that interventionists will serve GCS elementary and middle school students, funded by ESSER 3.0. These interventionists begin after Labor Day and continue through the week of TCAP this year and next year, for a total of three years. The teachers will use state provided materials, along with other district curriculum for additional support.

Credit Recovery served as the primary high school focus through our ESSER 3.0 funding in 2021-2022. This activity supported the focus area of Learning Loss by providing additional time for high school students to recover credits. This additional period allowed students to accelerate learning by providing the opportunity to attain four new credits each semester, while recovering a fifth credit.

A Response to Intervention (RTI) Instructional Assistant at Greeneville High School will help support learning loss by providing intervention services for math and reading, as well as individual instruction based on the needs of each student. RTI assistants monitor student progress.

The district's ELL population experienced greater declines in learning than other student populations. An additional ESL teacher supports our ELL student learning loss in providing direct ELL services at the elementary and secondary levels. The 2022-2023 school year marks the second year that the additional

ESL instructor will serve ELL student needs.

Greeneville City Schools will be in compliance when monitoring, auditing, and reporting all ESSER allocations. Greeneville City Schools has protocols and procedures in place within the fiscal department to ensure an appropriate application and reporting of ESSER funds. Additional personnel support to collect and manage data elements, monitor revenue and expenditures of all ESSER grants on a monthly basis, as well as assists all stakeholders, grant coordinators and workers to ensure that budgets and grant standards are met in accordance with school system initiatives, state, federal and local regulations and generally accepted accounting principles.

Oversight Plan

Summarize the LEA's plan for reporting, monitoring, and auditing supports and capacity related to ESSER 3.0 funds.

In planning the determination of use of ARP ESSER funds in 2021, Greeneville City Schools created an ESSER 3 survey (English and Spanish versions) that we sent out to all Pre-K-12 stakeholders in the district, including students. Additionally, we sent the survey out to all Greeneville City partnerships/businesses, the George Clem Association Members, Portrait of a Graduate Committee composed of parents, teachers, students, school administrators, special education director and community businesses. The survey was also posted on the district website in both English and Spanish.

The survey was the first step in stakeholder input and results were shared and opportunities for additional feedback were scheduled at in-person meetings:

GCS Leadership Team in-person meeting on 7/14/21

(school and district administrators, special education administrators, principals, school leaders, instructional specialists)

* GCS Teacher Advisory Meeting on 7/15/21

(general education teachers, special education teachers, ESL teachers, and parents)

* Greeneville City Schools Town Hall Community Engagement in-person Meeting on 7/27/21 at 5:00 pm.

(parents, students, businesses, community stakeholders and elected officials/board of education members.)

* Greeneville City Schools FRC Parent Advisory Board Community Meeting in-person with Zoom Option 8/12/21 at 9:00 am

(parents, community business members, Family Resource Director, GCS Attendance Director, and stakeholders)

282 families participated in the survey/stakeholder engagement meetings, 16 students participated in the on-line survey, 82 Greeneville City School teachers and staff, as well as 17 GCS school leaders participated in the survey/in-person engagement meetings.

GCS continues to invite stakeholder feedback and input. Updated ESSER 3.0 surveys (English and Spanish) were sent out each time in anticipation of the February 2022 and September 2022 updated six-monthly Public Spending and Health and Safety plans. Both surveys were anonymous and provided an open comment section to encourage stakeholders to provide input.

The surveys were sent to Pre K-12 parents, high school students and to families of our ESL students.

Our January 2022 survey yielded 186 responses, ten of which were from our translated survey – 4 students, 171 parents/guardians, 4 school administrators, 9 teacher/paraprofessionals/1 community member, and 1 other.

Our August 2022 yielded 276 responses, 4 of which were from our translated survey – 3 students, 230 parent/guardians, 3 school administrators, 47 teacher/paraprofessionals, 15 community members, and 6 other.

Please note that on each survey, responders were allowed to choose more than one category identifying their role.

Greeneville City Schools Family Resource Parent Advisory Board met January 19, 2022, and again on August 18, 2022, prior to both addenda updates, in part to review ESSER funds and the use and impact of those funds, as well as to learn about the changing face of Covid and what that means to the health and safety of our students, among other agenda items. The board was also encouraged to fill out the survey at each meeting.

The advisory board is made up of parent representatives, community business members, and our Family Resource Director and GCS Attendance Director, along with other stakeholders. Our Coordinated School Health Supervisor has also been present at each of these meetings to share updated information regarding Covid protocol through ongoing and changing information. Minutes were taken during each meeting and disbursed to members.

An email address is provided on our ESSER Web page inviting ESSER inquiries at any time and is openly accessible.

Consultation with Stakeholders

Describe how the LEA will, in planning for the use of ARP ESSER funds, engage in meaningful consultation with stakeholders, including, but not limited to:

- i. students;
- ii. families;
- iii. school and district administrators (including special education administrators); and
- iv. teachers, principals, school leaders, other educators, school staff, and their unions.
- v. Tribes;
- vi. civil rights organizations (including disability rights organizations); and
- vii. stakeholders representing the interests of children with disabilities, English learners, children experiencing homelessness, children and youth in foster care, migratory students, children who are incarcerated, and other underserved students.

*

The 2021 stakeholder input was gathered from on-line survey narrative responses and from notes taken at the in-person community stakeholder meetings. All feedback from stakeholders was then shared with GCS Leadership team to assist them in developing the ARP Spending Plan. Additionally, all stakeholder input during open comment time was categorized in one of the budget focus areas to observe alignment with the GSC key priorities from the district's needs assessment.

GCS continues to invite and review stakeholder input regarding the use and impact of ESSER funds in the following ways:

- updated anonymous surveys;
- an invitation for open comments as part of the surveys;
- an email address on our ESSER Web page for ESSER inquiries that anyone may utilize at any time;
- and input and discussion at stakeholder meetings.

As surveys are returned, updates regarding incoming survey results are shared at GCS' Family Resource Parent Advisory Board meeting. Survey participation numbers, as well as results, are summarized on each six-month updated addenda, which are posted on GCS' ESSER Web page on our district Web site.

Greeneville City Schools will have activities that further help prevent, prepare for, and respond to COVID 19 and in-person learning. For example, since the onset of the COVID-19 pandemic, district maintenance team members have been taking additional security measures such as switching to more dense air filters throughout the district to filter more impurities and germs from the air. These funds will be used to replace those two units which have both reached end-of-life status and are no longer repairable. Funds may also be utilized to replace other failing units in the district in conjunction with the overall total system replacement project. Greeneville City will follow statutory guidance in utilizing these funds in such a way. Administrative staff who oversee the grant and the expenditure of funds have been trained on the allowability of funds from TDOE/Brustein and on guidance such as EDGAR as well as Davis-Bacon requirements

* Provide an overview of how the public stakeholder input was considered in developing the LEA's plan for ARP ESSER funds.

All feedback from stakeholders was shared with GCS Leadership team to assist them in developing the ARP Spending Plan. Additionally, all stakeholder input during open comment time was categorized in one of the budget focus areas to observe alignment with the GSC key priorities from the district's needs assessment.

GCS continues to invite and review stakeholder input regarding the use and impact of ESSER funds in the following ways:

- updated anonymous surveys;
- an invitation for open comments as part of the surveys;
- an email address on our ESSER Web page for ESSER inquiries that anyone may utilize at any time;
- and input and discussion at stakeholder meetings.

As surveys are returned, updates regarding incoming survey results are shared at GCS' Family Resource Parent Advisory Board meeting. Survey participation numbers, as well as results, are summarized on each six-month updated addenda, which are posted on GCS' ESSER Web page on our district Web site.

Greeneville City Schools will have activities that further help prevent, prepare for, and respond to COVID 19 and in-person learning. For example, since the onset of the COVID-19 pandemic, district maintenance team members have been taking additional security measures such as switching to more dense air filters throughout the district to filter more impurities and germs from the air. These funds will be used to replace those two units which have both reached end-of-life status and are no longer repairable. Funds may also be utilized to replace other failing units in the district in conjunction with the overall total system replacement project. Greeneville City will follow statutory guidance in utilizing these funds in such a way. Administrative staff who oversee the grant and the expenditure of funds have been trained on the allowability of funds from TDOE/Brustein and on guidance such as EDGAR as well as Davis-Bacon requirements

Planning for the Use and Coordination of ARP ESSER Funds

* How will the LEA use the remaining ARP ESSER funds consistent with statutory requirements?

Greeneville City Schools will promote activities that further help prevent, prepare for, and respond to COVID 19 and in-person learning. Greeneville City will follow statutory guidance in utilizing these funds in such a way. Administrative staff who oversee the grant and the expenditure of funds have been trained on the allowability of funds from TDOE/Brustein and on guidance such as EDGAR as well as Davis-Bacon requirements

* How the LEA will ensure that the ARP ESSER funded interventions, including but not limited to the 20% set-aside, will respond to the academic, social, emotional, and mental health needs of all students, and particularly those students disproportionately impacted by the COVID-19 pandemic, including students from low-income families, students of color, English learners, children with disabilities, students experiencing homelessness, children and youth in foster care, and migratory students?

The Greeneville City School District will ensure that the ARP ESSER funded interventions will respond to the academic, social, emotional, and mental health needs of all students, particularly those students disproportionately impacted by the COVID-10 pandemic, including students from historically underrepresented subgroups and students who are experiencing other risk factors such as homelessness, foster care, or are migratory students by careful, purposeful monitoring of all available data, including progress monitoring and student mental health data. We will meet in as school teams and as a district team every 4.5 weeks to ensure that identified students are making progress and make adjustments to our programs if progress is not being made

Resources

[USED Use of Funds Detail Appendix](#)

[ESSER 3.0 Technical Guide](#)

[Learning Loss Allowability Chart](#)

[Click here to open the Learning Loss Tool guide.](#)

[ESSER Checklist for LEAs](#)

Personnel Details Systemwide

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Systemwide Instruction & Support - Staff in this table are those who are supported with one-time funds and work across multiple school sites as needed. Personnel for grant administration already included on the Program Details page should not be included here. Stipends are not to be included in the Personnel Details pages.

	Headcount	FTE
Coaches / Consulting Teachers	<input type="text"/>	<input type="text"/>
Instructional Paraprofessionals	<input type="text"/>	<input type="text"/>
Non-Instructional Paraprofessionals	<input type="text"/>	<input type="text"/>
Interventionists	<input type="text"/>	<input type="text"/>
Parent and Family Engagement	<input type="text"/>	<input type="text"/>
Other (specify)	<input type="text"/>	<input type="text"/>
Total	0.00	0.00

Resources

USED Use of Funds Detail Appendix

ESSER 3.0 Technical Guide

Learning Loss Allowability Chart

ESSER Checklist for LEAs

Regular School-Year Staff Funded with One-Time Funds: Stipends are not to be included in the Personnel Details pages.

Teachers		Paraprofessionals		Interventionists		School Counselors		Parent and Family Engagement		Other 1 - Specify Custodians		Other 2 - Specify Asst. Principal		Other 3 - Specify		Other 4 - Specify		Total	
Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
2	1.30	1	0.50	17	14.28					4	3.36	2	2.00					26	21.4389999999
2	1.30	1	0.50	17	14.28	0	0.00	0	0.00	4	3.36	2	2.00	0	0.00	0	0.00	26	21.44

Resources

- USED Use of Funds Detail Appendix
- ESSER 3.0 Technical Guide
- Learning Loss: Allowability Chart
- ESSER Checklist for LEAs

Regular School-Year Staff Funded with One-Time Funds: Stipends are not to be included in the Personnel Details pages.

Teachers		Paraprofessionals		Interventionists		School Counselors		Parent and Family Engagement		Other 1 - Specify		Other 2 - Specify		Other 3 - Specify		Other 4 - Specify		Total			
Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE		
0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Resources

[USED Use of Funds Detail Appendix](#)


[ESSER 3.0 Technical Guide](#)

[Learning Loss Allowability Chart](#)

[ESSER Checklist for LEAs](#)

Charter Schools Program Details

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

 N/A: The LEA certifies that no public charter schools are geographically located in the district.

The following question must be answered by LEAs with charter schools. ARPA and specifically the ESSER 3.0 funds were intended to provide relief funding and support for all public schools - both traditional and charter. Additionally, all LEAs with charter schools can retrieve the Charter School Needs Assessment template from the Related Documents page, share the template with each charter school, and reupload all completed overviews prior to submitting this application for review and approval.

* 1. LEAs receive a per-pupil allocation for students in public and charter schools. Outline the process used to ensure charter schools are receiving their proportionate share of ESSER 3.0 benefits to their traditional public school counterparts.

Resources

[USED Use of Funds Detail Appendix](#)

[ESSER 3.0 Technical Guide](#)

[Learning Loss Allowability Chart](#)

[ESSER Checklist for LEAs](#)

Related Documents

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Optional Documents

Document Template

Type

Charter School Needs Assessments: Only for LEAs That Have [Charter School Needs Assessment Template](#)

Charter Schools within Their Boundaries

[Charter School Needs Assessment Template](#)

[Charter School Needs Assessment Template](#)

Assurances

Greenville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

* The local educational agency (LEA) hereby assures the state education agency (SEA) that the LEA meets each of the following conditions:

Assurances

1. The LEA shall to the greatest extent practicable, continue to pay its employees and contractors during the period of any disruptions or closures related to coronavirus.
2. **The LEA shall report spending progress and reimbursement request on a monthly basis to the Tennessee Department of Education, along with any other required documentation.**
3. The LEA must track in their standard accounting program ESSER 3.0 funds separately from ESSER 1.0 and 2.0 funds.
4. All programs, services, and activities covered by this Grant Application will be operated in accordance with state and federal laws, regulations, as well as approved policies and rules as established by the Tennessee State Board of Education and the Tennessee Department of Education. The U.S. Office of Management and Budget's Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards are available [here](#).
5. Expenditures will be in compliance with the standard accounting procedures and guidelines established by the Tennessee Department of Education, federal legislation, and [F&A Accounts Policy 03](#).
6. Recognize that state approval of an application does not relieve the LEA of its responsibility to comply with all applicable program and fiscal requirements.
7. Grant funds **will not** be expended in any manner other than as outlined in the budgeted section of the approved grant application. Funds **will** only be expended for allowable costs. Any changes to the original budget must be pre-approved by the department before line items are modified. The LEA acknowledges that this program is subject to funds availability and that the department reserves the right to terminate program activities and expenditures for convenience at any time.
8. Use fiscal control and fund accounting procedures that ensure proper disbursement of and accounting for federal funds paid to that agency under each program as noted in Cash Management Improvement Act (CMIA) 7211R rule.
9. Keep such records, and provide such information to the department, as may be reasonably required for fiscal audit, data reporting, and program evaluation.
10. Program activities, expenditures, and records shall be subject to monitoring by the department. LEAs must maintain documentation of all expenditures and should submit this documentation with the final report.
11. Activities should align with the intent and purpose of the ARPA Acts as outlined in the H.R. 748 legislation. Allowable services, activities, and expenditures funded with the ARPA Act align with the ESEA, IDEA, and Perkins, and other allowable programs shall be provided in compliance with established Federal and State Rules, Regulations, & Minimum Standards.
12. Special Education and Related Services will be provided in compliance with established Federal and State Rules, Regulations, & Minimum Standards.
13. Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving Federal financial assistance;
14. Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial assistance; and
15. All regulations, guidelines, and standards issued by the Tennessee Department of Education and U.S. Department of Education under any of these statutes.

Charter Assurances (if applicable)

The LEA will ensure that Charter Schools have an equal opportunity to participate to the full extent in the ARPA grant and will allocate per-pupil funds accordingly.

1. The LEA has a clear process for ensuring all applicable laws and regulations regarding ESEA, IDEA, and other programs and funding are followed in its authorized charter schools.
2. The charter school will comply with all requirements associated with the funding source as a condition for the state to receive any of the federal funds.
3. The charter school will maintain accurate and timely project records which document progress in implementing this project, and which demonstrate compliance with all state and federal fiscal and program requirements.
4. Charter schools will receive reimbursements within three business days of the LEA receiving the reimbursement request allocation from the Tennessee Department of Education.
5. Charter plans submitted to the LEA must be approved within five business days and any non-approved plan must be sent Tennessee Department of Education, Division of Federal Programs and Oversight for a third-party review.

*** Additional Assurances -updates made for FY24. The assurances below were added to the application in May 2021, in connection with the Safe Return to In-Person Instruction and Continuity of Services Plan. Check the box to agree.**

1. LEAs must develop and make publicly available their initial *ARP ESSER Funding Application* no later than **Aug. 1, 2021**. All plans must be made publicly available on the LEA's website and published on the Tennessee Department of Education's (department) website within thirty (30) days of approval.
2. All plans must be developed with meaningful public consultation with stakeholder groups (i.e., families, students, teachers, principals, school and district administrators, school leaders, other educators, school staff, and advocacy organizations representing student groups). The consultation process must include an opportunity for input and meaningful consideration of that input.
3. ESSER plans must be in an understandable and uniform format; to the extent practicable, written in a language that parents can understand or, if not practicable, orally interpreted; and upon request by a parent who is an individual with a disability, provided in an accessible format to that parent. Plans must be translated into any applicable languages, and those translated plans must also be posted on the LEA's website.
4. LEAs must **update** the *Safe Return to In-Person Instruction and Continuity of Services Plan* and **ESSER 3.0 Public Plan for Remaining Funds at least every six months** through **Sept. 30, 2023**, seek public input on the plan and any revisions, and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.
5. Updated plans must be approved by the Tennessee Department of Education as well as the local school board before public posting on the LEA's website.

Elementary and Secondary School Emergency Relief (ESSER) 3.0 Checklist

Greeneville (301) Public District - FY 2024 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Checklist

This checklist is a means of communication between TDOE and LEAs regarding the allowability and allocability of the items submitted in the funding application. Please follow the steps below to ensure that the funding application contains items that are in compliance with program requirements.

- After the LEA submits the application, TDOE will review the application and mark each section as OK, Not Applicable, or Attention Needed. If the application contains no items that are marked as Attention Needed, the application will be approved.
- If the application contains items that are marked as Attention Needed, the application will be returned to the LEA with a status of not approved. The LEA will review the checklist for items that are marked Attention Needed and make the necessary changes to those items. Only the checked items in the sections marked Attention Needed are to be corrected and/or explained. Each section marked Attention Needed also has a place where TDOE may provide notes to explain those items. The LEA should check for notes and additional comments.
- Once the LEA has made the necessary adjustments, the LEA will resubmit the application for approval. If TDOE determines that the item has been corrected, Attention Needed will be changed to OK by the TDOE Reviewer. If the items that were marked Attention Needed still have not been corrected, the application will be returned again to the LEA with a status of not approved.
- Applications that contain no items that are marked Attention Needed will be approved.

General Checklist Comment

No comments have been made at this time

Checklist Description ([Collapse All](#)) ([Expand All](#))

<input type="checkbox"/> 1. Cover Page	OK	Debby Thompson	9/27/2023 5:23:04 PM
1.01 Cover Page			
<input type="checkbox"/> 2. Budget	OK	Debby Thompson	9/27/2023 5:23:04 PM
2.01 Budget			
<input type="checkbox"/> 3. Spending Plan	OK	Debby Thompson	9/27/2023 5:23:04 PM
3.01 Spending Plan			
<input type="checkbox"/> 4. Program Details	OK	Debby Thompson	9/27/2023 5:23:04 PM
4.01 Program Details			
<input type="checkbox"/> 5. Personnel Details	OK	Debby Thompson	9/27/2023 5:23:04 PM
5.01 Systemwide			
5.02 Regular School Year			
5.03 Summer School			
<input type="checkbox"/> 6. Charter Schools	Not Applicable	Michelle Harless	9/25/2023 7:46:43 AM
6.01 Charter			
6.02 Related Documents			

Greenville City Schools
Federal Projects Budget Amendment #2
Fiscal Year 2023-2024
Presented September 2023

Account Subfund #	Description	Federal Projects Budget 2023-2024	Amendment	Amended Federal Projects Budget 2023-2024
10	Consolidated Administration	\$ 108,227		\$ 108,227
100	Title I	\$ 536,528		\$ 536,528
150	Title I Neglected	\$ 70,934		\$ 70,934
200	Title II Part A	\$ 91,911		\$ 91,911
300	Title III	\$ 11,156		\$ 11,156
400	Title IV	\$ 58,091		\$ 58,091
430	21st Century Learning	\$ -	\$ 313,950	\$ 313,950
600	Title V	\$ 91,411		\$ 91,411
900	IDEA	\$ 662,168		\$ 662,168
910	IDEA, Preschool	\$ 13,343		\$ 13,343
936	*ESSER 3.0	\$ -	\$ 1,814,620	\$ 1,814,620
937	*Fiscal Premonitoring Supports Grant	\$ -		\$ -
941	*Epidemiology & Laboratory Capacity Grant	\$ -		\$ -
942	*Resilient School Communities Grant	\$ -	\$ 317,659	\$ 317,659
701	*ARP Homeless	\$ 12,289		\$ 12,289
TBD	*Math Implementation Support Grant	\$ -		\$ -
909	*ARP IDEA	\$ 15,028		\$ 15,028
951	Literacy Stipend Grant	\$ -		\$ -
	Total Revenue	\$ 1,671,086	\$ 2,446,229	\$ 4,117,315
10	Consolidated Administration	\$ 108,227		\$ 108,227
100	Title I	\$ 536,528		\$ 536,528
150	Title I Neglected	\$ 70,934		\$ 70,934
200	Title II Part A	\$ 91,911		\$ 91,911
300	Title III	\$ 11,156		\$ 11,156
400	Title IV	\$ 58,091		\$ 58,091
430	21st Century Learning	\$ -	\$ 313,950	\$ 313,950
600	Title V	\$ 91,411		\$ 91,411
900	IDEA	\$ 662,168		\$ 662,168
910	DEA, Preschool	\$ 13,343		\$ 13,343
936	*ESSER 3.0	\$ -	\$ 1,814,620	\$ 1,814,620
937	*Fiscal Premonitoring Supports Grant	\$ -		\$ -
941	*Epidemiology & Laboratory Capacity Grant	\$ -		\$ -
942	*Resilient School Communities Grant	\$ -	\$ 317,659	\$ 317,659
701	*ARP Homeless	\$ 12,289		\$ 12,289
TBD	*Math Implementation Support Grant	\$ -		\$ -
909	*ARP IDEA	\$ 15,028		\$ 15,028
951	Literacy Stipend Grant	\$ -		\$ -
	Total Expenses	\$ 1,671,086	\$ 2,446,229	\$ 4,117,315

To budget Updated Federal Grant Allocations and Carryover - Fiscal Year 2024
*Indicates CARES Act Funding

Greeneville City Schools Surplus Disposal Approval Form

	Item Description
1	
2	old milk cooler (GTC, non- working)
3	old office chair (Tops)
4	
5	
6	
7	
8	
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***Items less than \$500.00 value can be disposed of without auction per BOE policy 2.403**

The above listed individual items have a monetary value of less than \$500.00

Operations Supervisor Approval Phillip Gramam 10/11/2023

Director of Schools Approval Steve Starnes 10/11/2023

School Board Chair Approval Cindy Luttrell 10/11/2023

All items have been disposed of Yes No

Custodial Supervisor Roger Hensley 10/11/2023

Greeneville City Schools
General Purpose Budget Amendment #1
For the 2023 - 2024 Fiscal Year
Presented: October 2023

Account #	Description	General Purpose Budget 2023-2024	Amendment	Amended General Purpose Budget 2023-2024	
34555	Restricted for Education		96,170	96,170	(9)
34765	Assigned for Support Services	6,519		6,519	
34785	Assigned for Capital Projects	-	42,413	42,413	(1)
34790	Assigned for Other Purposes	-	200,981	200,981	(2)
40000	Local Taxes	8,426,429		8,426,429	
41000	Licenses & Permits	1,010		1,010	
43000	Charges for Current Services (Education)	884,144		884,144	
44000	Other Local Revenue	128,468	27,943	156,411	(3) (4) (5) (6) (7) (8)
46000	State Education Funds & Other State Revenues	19,720,336		19,720,336	
47100	Federal Through State	50,000		50,000	
47600	Direct Federal Revenue (ROTC)	54,185		54,185	
49000	City Appropriation, Indirect Cost & Insurance Recovery	6,280,447		6,280,447	
	Total Revenue & Equity	\$ 35,551,538	\$ 367,507	\$ 35,919,045	
71100	Regular Instruction	17,032,304	14,620	17,046,924	(2) (5) (7)
71150	Alternative Instruction Program	135,284		135,284	
71200	Special Education Program	2,623,296		2,623,296	
71300	Vocational Education Program	189,959		189,959	
71400	Student Body Education Program	1,500		1,500	
72110	Attendance	113,895		113,895	
72120	Health Services	434,320		434,320	
72130	Other Student Support	1,428,963		1,428,963	
72210	Regular Instruction - Support	1,479,439	2,300	1,481,739	(4) (6)
72220	Special Education Program - Support	333,415		333,415	
72230	Vocational Education Program - Support	2,400		2,400	
72250	Technology	1,112,903	104,532	1,217,435	(2) (8)
72310	Board of Education	898,667		898,667	
72320	Office of the Superintendent	411,333	31,798	443,131	(2)
72410	Office of Principal	2,024,573		2,024,573	
72510	Fiscal Services	361,526		361,526	
72520	Human Resources	353,622		353,622	
72610	Operation of Plant	2,342,010		2,342,010	
72620	Maintenance of Plant	1,098,847	15,855	1,114,702	(2)
72710	Transportation	1,160,349	142,383	1,302,732	(2)
73300	Community Services	20,000	3,606	23,606	(2)
73400	Early Childhood Education	595,255		595,255	
76100	Capital Outlay	600,000	52,413	652,413	(1) (3)
81300	Education Debt Service	326,200		326,200	
99100	Operating Transfers	471,478		471,478	
	Total Expenses	\$ 35,551,538	\$ 367,507	\$ 35,919,045	

This Amendment Accomplishes the Following Objectives:

(1) Budgets Assigned Funds for Capital Projects Including:

Wall Pads for GMS Gym	\$ 17,743.00
Alarm System Replacement at HH	\$ 12,355.98
Roof Replacement EV	\$ 12,313.55
	\$ 42,412.53

(2) Budgets Assigned Funds for Other Purposes Including:

Fire Rated Ceramic Kit & Glass Door Wrap	\$ 2,260.00
Hollow Metal Door/Frame GMS	\$ 1,346.00
78 Passenger School Bus w/Seat Belts	\$ 142,383.00
Seasons Clock System - GHS	\$ 919.10
Desk Phone Replacement	\$ 26,800.00
Cabinets for KLCO Break Room	\$ 4,998.00
Band Room Lite Kits GMS	\$ 230.00
Pump Messed up at TV	\$ 8,000.00
Smooth Scratched Areas HH Gym	\$ 3,125.00
#2Work on VFD GHS	\$ 1,000.00
Put in TV Compressor	\$ 3,500.00
Rafve Panic Button Annual License	\$ 6,420.00
	\$ 200,981.10

(3) TVA Highland Awning	\$ 10,000.00
(4) New Teacher Orientation	\$ 400.00
(5) Project On Track Supply Allocations	\$ 7,500.00
(6) Eastman Credit Union Opening In-Service Donation	\$ 1,900.00
(7) School Readiness Kits	\$ 700.00
(8) Computer Protection	\$ 7,443.00
(9) Budget Restricted for Education	\$ 96,169.91

2023 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 30, 2023**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

- I certify that the LEA is in compliance with all federal and state education laws and SBE rules.
- I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

LEA Name: Greeneville City Schools

Director of Schools/Superintendent Name: Steve Starnes

Director of Schools/Superintendent Signature:

School Board Chair Name: Cindy Luttrell

School Board Chair Signature:

Date of School Board Approval: 10/26/2023

UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 30, 2023

(including the corresponding corrective action plan if applicable).

Upload instructions are accessible [here](#).

Appendix B

For your convenience, the following is a list of helpful links to state education laws and SBE rules:

Public chapters regarding education passed during the 2023 legislative session: https://www.tn.gov/content/dam/tn/education/legal/PLA_LegislativeReport2023.pdf

Current and pending SBE rules:
<https://www.tn.gov/sbe/rules--policies-and-guidance.html>

SBE frequently asked questions:
<https://www.tn.gov/sbe/about-us/frequently-asked-questions.html>

Tennessee Code Annotated:
<http://www.lexisnexis.com/hottopics/tncode/>

If you have questions regarding education laws or SBE rules, please contact the department's general counsel, Christy Ballard, at (615) 741-2921 or Christy.Ballard@tn.gov.

This sheet has been updated as of October 17 2023, with information through September 2023

**GREENVILLE CITY SCHOOLS
2023 - 2024
ACTUAL LOCAL REVENUE COLLECTIONS**

	Property Tax		Property Tax - Prior Year		Clerk & Master		Interest & Penalty		Pick-up Taxes		In Lieu of - Local Utility		In Lieu of - Other	
	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024
July	\$ -	\$ -	\$ 9,188.59	\$ 10,188.94	\$ 2,701.20	\$ 2,979.58	\$ 2,087.99	\$ 2,414.16	\$ -	\$ -	\$ 12,443.75	\$ 11,499.77	\$ 259.49	\$ 203.70
August	\$ -	\$ -	\$ (8,670.69)	\$ 4,842.06	\$ 1,562.92	\$ 3,048.70	\$ 1,167.29	\$ 2,206.12	\$ -	\$ -	\$ 1,866.77	\$ 11,499.77	\$ -	\$ -
September			\$ 8,843.53	\$ 13,393.57	\$ 2,448.00	\$ 3,492.41	\$ 2,314.04	\$ 3,545.99			\$ 12,443.75			
October														
November														
December														
January														
February														
March														
April														
May														
ADA Adj.														
June														
Totals	\$ -	\$ -	\$ 9,361.43	\$ 28,424.57	\$ 6,712.12	\$ 9,520.69	\$ 5,569.32	\$ 8,166.27	\$ -	\$ -	\$ 26,754.27	\$ 22,999.54	\$ 259.49	\$ 203.70
Commission	\$ -	\$ -	\$ 187.23	\$ 568.49	\$ 67.12	\$ 95.21	\$ 111.39	\$ 163.33	\$ -	\$ -	\$ 267.54	\$ 230.00	\$ 2.59	\$ 2.04
Total Net	\$ -	\$ -	\$ 9,174.20	\$ 27,856.08	\$ 6,645.00	\$ 9,425.48	\$ 5,457.93	\$ 8,002.94	\$ -	\$ -	\$ 26,486.73	\$ 22,769.54	\$ 256.90	\$ 201.66
Difference		\$ -		\$ 19,063.14		\$ 2,808.57		\$ 2,596.95		\$ -		\$ (3,754.73)		\$ (55.79)

	Sales Tax		Bank Excise Tax		Mixed Drink Tax		Statutory Local Tax		Marriage Licenses		Subtotal		2022-23% of Actual	2023-24 % of Budget
	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024		
July	\$ 421,100.29	\$ 454,782.19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 114.49	\$ 102.50	\$ 447,895.80	\$ 482,170.84	32.0%	5.3%
August	\$ 432,580.24	\$ 462,239.10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 90.13	\$ 65.89	\$ 428,596.66	\$ 483,901.64	30.6%	5.3%
September	\$ 496,616.02	\$ 437,371.98							\$ 82.83	\$ 90.29	\$ 522,748.17	\$ 457,894.24	37.4%	5.0%
October											\$ -	\$ -	0.0%	0.0%
November											\$ -	\$ -	0.0%	0.0%
December											\$ -	\$ -	0.0%	0.0%
January											\$ -	\$ -	0.0%	0.0%
February											\$ -	\$ -	0.0%	0.0%
March											\$ -	\$ -	0.0%	0.0%
April											\$ -	\$ -	0.0%	0.0%
May											\$ -	\$ -	0.0%	0.0%
ADA Adj.											\$ -	\$ -	0.0%	0.0%
June											\$ -	\$ -	0.0%	0.0%
Totals	\$ 1,350,296.55	\$ 1,354,393.27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 287.45	\$ 258.68	\$ 1,399,240.63	\$ 1,423,966.72		
Commission	\$ 13,502.97	\$ 13,543.93	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2.87	\$ 2.59	\$ 14,141.71	\$ 14,605.58		
Total Net	\$ 1,336,793.58	\$ 1,340,849.34	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 284.58	\$ 256.09	\$ 1,385,098.92	\$ 1,409,361.14		
Difference		\$ 4,096.72		\$ -		\$ -		\$ -		\$ (28.77)		\$ 24,726.09		

Total budgeted projection for 2023 - 2024 is \$ 9,111,645 The year-to-date collection of \$ 1,423,967 is 15.6% of the total budgeted projection.
The amount collected year-to-date is \$ 24,726 more than this time last year. (This amount does not reflect commission fees.)

Greeneville City Schools Comparative Summary of Revenue Collections For the Month Ended September 30, 2023

<u>LOCAL REVENUE</u>	2022-2023		2023-2024		Variance	Actual % Change
Property Tax	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Property Tax - Prior Year	9,361.43	28,424.57	19,063.14			203.63%
Clerk & Master	6,712.12	9,520.69	2,808.57			41.84%
Interest & Penalty	5,569.32	8,166.27	2,596.95			46.63%
Pick-Up Taxes	-	-	-			0.00%
In Lieu Of - Local Utility	26,754.27	22,999.54	(3,754.73)			-14.03%
In Lieu Of - Other	259.49	203.70	(55.79)			-21.50%
Sales Tax	1,350,296.55	1,354,393.27	4,096.72			0.30%
Bank Excise Tax	-	-	-			0.00%
Mixed Drink Tax	-	-	-			0.00%
Statutory Local Taxes	-	-	-			0.00%
Marriage Licenses	287.45	258.68	(28.77)			-10.01%
Totals	\$ 1,399,240.63	\$ 1,423,966.72	\$ 24,726.09			1.77%

Note: Amounts reflected do not take into consideration commission fees. Property tax, Interest & Penalty and Pick-Up Tax commission fees are calculated at 2% of total collections, while all other categories are calculated at 1% of total collections.

** Total budgeted amount of local revenue attributable to the GTC is \$684,206*

<u>BEP/TISA REVENUE</u>	2022-2023		2023-2024		Variance
July	\$ 400,115.00	\$ 416,759.00	\$ 16,644.00		
August	1,694,900.00	1,995,544.43	300,644.43		
September	1,694,900.00	1,995,544.43	300,644.43		
October			\$ -		
November			\$ -		
December			\$ -		
January			\$ -		
February			\$ -		
March			\$ -		
April			\$ -		
May			\$ -		
June			\$ -		
Totals	\$ 3,789,915.00	\$ 4,407,847.86	\$ 617,932.86		

Greenville City Schools

General Purpose Financial Report

For the Month of September 2023

Account #	Description	Month-to-Date	Year-to-Date	Total Budget	YTD % of Total Budget
<u>REVENUE</u>					
34765	Assigned for Support Services	\$ -	\$ -	6,519.00	0.0%
40000	Local Taxes	\$ 347,011.95	\$ 829,080.29	8,426,429.00	9.8%
41000	Marriage Licenses	\$ 48.49	\$ 150.99	1,010.00	14.9%
43511	Tuition	\$ 44,494.75	\$ 327,956.66	726,775.00	45.1% (1)
43570	Receipts from Individual Schools	\$ -	\$ -	157,369.00	0.0%
44000	Other Local Revenue	\$ 21,148.33	\$ 56,633.97	128,468.00	44.1%
46000	State Education Funds	\$ 1,907,875.63	\$ 3,904,583.46	19,720,336.00	19.8%
47100	Federal Through State Grants	\$ -	\$ -	50,000.00	0.0%
47600	Direct Federal Funds (ROTC)	\$ 5,761.96	\$ 5,761.96	54,185.00	10.6%
49000	Operating Transfers & Insurance Recovery	\$ 582,267.60	\$ 584,274.40	6,280,447.00	9.3%
	Total Revenues	\$ 2,908,608.71	\$ 5,708,441.73	\$ 35,551,538.00	16.1%
<u>EXPENDITURES</u>					
		MTD	YTD		
71100	Regular Instruction	\$ 1,444,186.66	\$ 3,336,196.76	\$ 17,032,304.00	19.6%
71150	Alternative Instruction	11,206.55	24,926.90	135,284.00	18.4%
71200	Special Education	202,366.72	401,359.11	2,623,296.00	15.3%
71300	Vocational Education	198,137.91	332,526.73	189,959.00	175.1% (4)
71400	Student Body	-	120.00	1,500.00	8.0%
72110	Attendance	8,750.31	65,082.84	113,895.00	57.1% (4)
72120	Health Services	37,926.05	97,537.88	434,320.00	22.5%
72130	Other Student Support	105,619.00	274,691.47	1,428,963.00	19.2%
72210	Regular Instruction Support	111,138.51	308,148.21	1,479,439.00	20.8%
72220	Special Education Support	35,032.36	68,703.52	333,415.00	20.6%
72230	Vocational Education Support	-	-	2,400.00	0.0%
72250	Technology	99,160.94	253,283.05	1,112,903.00	22.8%
72310	Board of Education	38,393.69	448,282.10	898,667.00	49.9% (2)
72320	Office of Director	32,655.56	134,375.33	411,333.00	32.7%
72410	Office of Principal	180,353.37	504,724.80	2,024,573.00	24.9%
72510	Fiscal Services	26,730.33	87,867.16	361,526.00	24.3%
72520	Human Resources	28,584.75	99,767.70	353,622.00	28.2%
72610	Operation of Plant	190,471.62	638,363.11	2,342,010.00	27.3% (3)
72620	Maintenance of Plant	117,614.86	332,210.35	1,098,847.00	30.2% (3)
72710	Transportation	90,750.58	186,849.40	1,160,349.00	16.1%
73300	Community Services	3,002.45	7,071.19	20,000.00	35.4% (3)
73400	Early Childhood Education	46,656.05	130,428.07	595,255.00	21.9%
76100	Capital Outlay	21,685.93	119,462.38	600,000.00	19.9%
81300	Education Debt Service	-	-	326,200.00	0.0%
99100	Operating Transfers	48,122.40	48,122.40	471,478.00	10.2%
	Total Expenditures	\$ 3,078,546.60	\$ 7,900,100.46	\$ 35,551,538.00	22.2%
	Net Revenue (Expense)	\$ (169,937.89)	\$ (2,191,658.73)		

Explanation of Footnotes

(1) Tuition Count as of 10/10/2023 is 588 Students

(2) 2023-2024 Liability and Workers' Compensation Insurance Payments Reflected

(3) Reflects Open Purchase Orders for Routine Maintenance & Operations Expenditures and Open POs for Family Resource Center Purchases

(4) Reflects Expenditures for Innovative Schools Model Grant and Attendance Software. ISM Grant to be Added when FY24 Budget is Approved.

(5) Encumbrances Total \$1,601,151

Greeneville City Schools

Federal Projects Financial Report

For the Month of September 2023

<u>REVENUE</u>	Month-to-Date	Year-to-Date	Total Budget	YTD % of Total Budget
Consolidated Administration	\$ -	\$ -	\$ 108,227.00	0.0%
Title I-A	\$ -	\$ -	536,528.00	0.0%
Title I-A Neglected	\$ -	\$ -	70,934.00	0.0%
Title II-A	\$ -	\$ -	91,911.00	0.0%
Title III	\$ -	\$ -	11,156.00	0.0%
Title IV	\$ -	\$ -	58,091.00	0.0%
21st Century Learning	\$ -	\$ -	-	0.0%
Title V	\$ -	\$ -	91,411.00	0.0%
IDEA Part B	\$ -	\$ -	662,168.00	0.0%
IDEA Pre-School	\$ -	\$ -	13,343.00	0.0%
ESSER 3.0**	\$ -	\$ -	-	N/A
Fiscal Pre-Monitoring Supports Grant**	\$ -	\$ -	-	N/A
Resilient School Communities Grant**	\$ -	\$ -	-	N/A
Literacy Training Stipend Grant**	\$ -	\$ -	-	0.0%
ARP IDEA**	\$ -	\$ -	15,028.00	0.0%
ARP Homeless	\$ -	\$ -	12,289.00	0.0%
Total Revenues	\$ -	\$ -	\$ 1,671,086.00	0.0%

<u>EXPENDITURES</u>	<u>MTD</u>	<u>YTD</u>	Total Budget	YTD % of Total Budget
Consolidated Administration	\$ 9,729.44	\$ 27,525.94	\$ 108,227.00	25.4%
Title I-A	52,010.86	79,288.57	536,528.00	14.8%
Title I-A Neglected	5,911.17	11,822.34	70,934.00	16.7%
Title II-A	6,603.36	18,813.31	91,911.00	20.5%
Title III	2,117.51	4,342.06	11,156.00	38.9%
Title IV	3,596.61	7,830.82	58,091.00	13.5%
21st Century Grant	5,341.65	7,944.89	-	N/A
Title V	9,659.75	27,447.48	91,411.00	30.0%
IDEA Part B	60,756.49	123,959.41	662,168.00	18.7%
IDEA Pre-School	2,952.90	2,952.90	13,343.00	22.1%
ESSER 3.0 **	30,395.38	136,397.61	-	N/A
Fiscal Pre-Monitoring Supports Grant**	-	-	-	N/A
Resilient School Communities Grant**	24,165.49	35,259.44	-	N/A
Literacy Training Stipend Grant**	2,311.10	2,311.10	-	N/A
ARP IDEA **	5,267.60	15,027.50	15,028.00	100.0%
ARP Homeless**	-	-	12,289.00	0.0%
Total Expenditures	\$ 220,819.31	\$ 500,923.37	\$ 1,671,086.00	30.0%
Net Revenue (Expense)	\$ (220,819.31)	\$ (500,923.37)	\$ -	

*Encumbrances Total \$179,175.88

** Reflects CARES Act Funding Grants



Greeneville City Schools

Group Term Life and AD&D Insurance
PLAN DESIGN

Date: August 3, 2023
Presented by: Ochs, Inc., A Securian Financial Company
Underwritten by: Securian Life Insurance Company

PLAN DETAILS

Group Term Life and AD&D Insurance

Effective Date	Coverage
January 1, 2023	<ul style="list-style-type: none"> • Basic Term Life and AD&D • Supplemental Term Life • Spouse Term Life • Child Term Life

Definitions

Class	Eligibility
Class 1: Active Full-time Director of Schools	A minimum number of hours as determined by your employer
Class 2: Active Full-time Principal, Central Office Administration and Supervisor	A minimum number of hours as determined by your employer
Class 3: Active Full-time Assistant Principal	A minimum number of hours as determined by your employer
Class 4: Active Full-time Assistant Director of Schools	A minimum number of hours as determined by your employer
Class 5: Active Full-time Employee, except an employee included in any other class	A minimum number of hours as determined by your employer
Class 6: Retired Principal and Super Intendent, who retired after July 1, 1995 and I under age 65, whose name is on file with us	None
Class 7: Retired Principal, Central Office Administration and Supervisor, except a retiree included in any other class	None
Class 8: Retired Director of Schools	None
Class 9: Retiree, except a Retiree included in any other class	None

SUPPLEMENTAL TERM LIFE

Supplemental Employee Life

Benefit Summary

Summary	Amount
Benefit	\$10,000 increments to a maximum of \$500,000
Age Reductions	None

EOI required
after \$250k

current employees
will offer a
one-time
election

Guaranteed Issue (GI) and EOI Requirements

Summary	Requirement
Current Insureds	All coverage is grandfathered and guaranteed
One-time Open Enrollment	\$60,000 is guaranteed, up to the maximum <u>guarantee issue of \$250,000</u> if elected during one-time enrollment period (GI limit includes coverage currently in force)
New Employees	\$250,000 is guaranteed for new employees if elected within 31 days of initial eligibility
Future Annual Enrollment	Employees: Electing or increasing coverage requires EOI Current insureds: \$10,000 is guaranteed, up to the maximum guarantee issue of \$250,000 if elected during annual enrollment period (GI limit includes coverage currently in force)
Qualified Status Change	Electing or increasing coverage requires EOI
Outside of GI opportunities	Electing or increasing coverage requires EOI

new 150,000

Additional Plan Benefits

Benefit	Definition
Waiver of Premium	Available for employees disabled prior to age 60 and continues until retirement, recovery, or age 65; provision includes nine(9) month elimination period and is not available with ported coverage.
Accelerated Death Benefit	Allows terminally ill insureds with a life expectancy of 12 months or less to accelerate up to 100% of the face amount up to \$1,000,000 (Basic and Supplemental combined).
Portability	Allows insureds to continue coverage if they terminate employment or retire.
Conversion	Allows insureds to convert terminated coverage to an individual life insurance policy.

DEPENDENT TERM LIFE

Dependent Eligibility

Class	Definition
Spouse	<ul style="list-style-type: none"> A spouse is not eligible if they are also eligible for employee coverage
Children	<ul style="list-style-type: none"> Live birth to 26 years; or physically or mentally disabled and incapable of self-support prior to attaining age 26 A child may only be covered by one parent If an employee's first eligible newborn child dies within 31 days of birth but prior to the employee enrolling for child life coverage, a benefit will be paid

Supplemental Spouse Life

Benefit Summary

Summary	Amount
Benefit	\$5,000 increments to a maximum of \$150,000 ✓ Elect coverage even if employee does not have supplemental life themselves,
Age Reductions	None

Current is 10,000
↑

Guaranteed Issue (GI) and EOI Requirements

Summary	Requirement
Current Insureds	All coverage is grandfathered and guaranteed
New Employees	\$10,000 is guaranteed for new employees if elected within 31 days of initial eligibility
Future Annual Enrollment	Electing or increasing coverage requires EOI
Qualified Status Change	\$10,000 is guaranteed if elected within 31 days of Qualified Status Change
Outside of GI opportunities	Electing or increasing coverage requires EOI

DEFINITIONS AND GUARANTEED ISSUE (GI) LIMITS

Category	Guaranteed Issue Limits*
Current Insureds All employees in a benefit eligible class on the effective date of this policy and their dependents	All current Basic coverage amounts are guaranteed and carried over without providing evidence of insurability (EOI) <ul style="list-style-type: none"> • Employee and Retiree: Supplemental amount in force prior to policy effective date • Spouse: amount in force prior to policy effective date • Child: amount in force prior to policy effective date
One-Time Open Enrollment All actively at work benefit eligible employees and their dependents	Supplemental coverage elected is guaranteed up to the GI limits without providing EOI during the one-time open enrollment period, <ul style="list-style-type: none"> • Employee: \$60,000 is guaranteed, up to the maximum guarantee issue of \$250,000 if elected during one-time enrollment period (GI limit includes coverage currently in force) • Spouse: Electing or increasing coverage requires EOI • Child: All coverage is guaranteed
Future Annual Enrollment Benefit eligible employees and their dependents	<ul style="list-style-type: none"> • Employee: Electing or increasing coverage requires EOI • Current Insured Employee: \$10,000 is guaranteed, up to the maximum guarantee issue of \$250,000 if elected during annual enrollment period (GI limit includes coverage currently in force) • Spouse: Electing or increasing coverage requires EOI • Child: All coverage is guaranteed at each annual enrollment
New Employees All employees who first become benefit eligible after the effective date of this policy and their dependents	Coverage is guaranteed up to the GI limits if elected within the 31-day new employee enrollment period <ul style="list-style-type: none"> • Employee: \$250,000 is guaranteed • Spouse: \$10,000 is guaranteed • Child: All coverage is guaranteed
Qualified Status Change (QSC) Dependents who become benefit eligible after the effective date of this policy (i.e. marriage, birth, adoption). QSC are determined by the employer	Coverage is guaranteed up to the GI limits if elected within 31 days of a qualifying status change <ul style="list-style-type: none"> • Employee: Not applicable • Spouse: \$10,000 is guaranteed • Child: All coverage is guaranteed
Outside of GI opportunities: Electing or increasing coverage requires Evidence of Insurability	

*GI limits include coverage currently in force

① time OE for Guaranteed Issue - will allow EE already
 to add up to 250K
 also spouse during initial OE

- Securian Financial Group is licensed to do business in the United States and our proposal covers employees working in the U.S. and U.S. citizens working abroad as expatriates. We're happy to discuss solutions for your non-U.S. citizens working outside the U.S. to meet the changing benefits needs of a global workforce.
- If selected as a finalist, Securian Financial Group's legal counsel will review the specifics of any sample contract, service agreement, or terms & conditions language and provide a list of items to discuss with client's legal counsel. We have found that this process can be completed efficiently and result in a mutually agreeable contract.
- It is the employer's obligation to determine the applicability of and compliance with any ERISA or DOL rules. Under Department of Labor rules, certain employee-pay-all group plans may not be subject to ERISA rules. However, the employer should consult counsel to determine if this plan falls within the exemption.

Termination

Term Life	Terminates at earlier of retirement (unless eligible for retiree benefits), loss of eligibility, or termination of employment
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Life Exclusions

Basic	No exclusions
Supplemental	Suicide exclusion applies. This exclusion limits our liability to an amount equal to the premiums paid for an insured if the insured, whether sane or insane, dies by suicide within two years of the effective date of his or her insurance. For existing amounts transferred to our policy, the time insurance was in force under the prior policy(ies) will count toward this two year limitation.

Ridered AD&D Exclusions (*subject to situs state exclusions*)

In no event will we pay the accidental death or dismemberment benefit where the insured's death or dismemberment is caused directly or indirectly by, results from, or where there is a contribution from, any of the following:

- Self-inflicted injury or self-destruction, whether sane or insane; or
- Suicide or attempted suicide, whether sane or insane; or
- The insured's participation in or attempt to commit a crime, assault, felony, or any illegal activity, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- Bodily or mental infirmity, illness or disease; or
- The use of alcohol, drugs, medications, poisons, gases, fumes or other substances taken, absorbed, inhaled, ingested or injected, unless taken upon the advice of a licensed physician in the verifiable prescribed manner and dosage; or
- Motor vehicle collision or accident where the insured is the operator of the motor vehicle and this insured's blood alcohol level meets or exceeds the level at which intoxication is defined in the state where the collision or accident occurred, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- Infection, other than infection occurring simultaneously with, and as a direct result of, the accidental injury; or
- Medical or surgical treatment or diagnostic procedures or any resulting complications; or



BENEFITS PROPOSAL

TOWN OF GREENEVILLE TN BOARD OF
EDUCATION
DBA
GREENEVILLE CITY SCHOOLS

10/5/2023

Group Term Life (GTL) and Accidental Death & Dismemberment (AD&D) Benefits

Help employees protect their families' financial security. This product pays a lump sum benefit in the event of a death or accidental loss of limb, sight, or hearing as the result of a covered loss.

Option #1

Class	Class Description	Eligible Employees	Required Participation	Employer Contribution
Class 1	All full-time active directors of schools	1	100 %	100 %
Class 2	All full-time active Principals, Central Office Admin & Supervisors	17	100 %	100 %
Class 3	All full-time active assistant principals	4	100 %	100 %
Class 4	All full-time active assistant directors of schools	2	100 %	100 %
Class 5	All other full-time active employees	390	100 %	100 %
Class 7	Retired Principal, Central Office Admin, and Supervisors	2	100 %	100 %
Class 8	Retired Directors of Schools	1	100 %	100 %
Class 9	All other eligible retirees	44	100 %	100 %

Benefit	Rate (per \$1,000)	Volume	Monthly Premium
Group Term Life	\$0.107	\$14,397,300	\$1,540.51
Accidental Death & Dismemberment	\$0.015	\$14,397,300	\$215.96
Rate guarantee duration		36 Months	
Total monthly premium		\$1,756.47	

Underwriting Assumptions

Retiree benefits terminate at age 65.

Benefit amount	\$70,000.00	\$30,000.00	\$52,000.00
Reduction schedule	By 35% @ Age 65, 50% @ Age 70	By 35% @ Age 65, 50% @ Age 70	Terminate at 65

Accidental Death & Dismemberment benefit	Class 8	Class 9
Benefit amount	\$135,000.00	\$30,000.00
Reduction schedule	Terminate at 65	Terminate at 65

Identity Theft Assistance

Identity theft is a growing threat, and USABLE Life helps your employees be better prepared by offering ID Theft Assistance through our partnership with AXA. AXA Identity Theft Assistance helps employees and their dependents know the risks, learn how to prevent theft, and offers step-by-step help if they become a victim of identity theft. USABLE Life members receive this additional benefit from AXA at no additional cost in their employee benefits package.¹

¹ ID Theft Assistance Services are not insurance. Services will be provided as permitted under applicable law.

Beneficiary Assistance Program

When people experience loss, they sometimes benefit from a helping hand, and talking with a grief counselor can support them as they heal. Life Insurance through USABLE Life comes with a Beneficiary Assistance Program, providing beneficiaries with grief counseling at no cost. Beneficiaries experiencing a loss or supporting a customer with a terminal illness receive up to three counseling sessions to help support them through the grief process and discuss issues that affect them personally.

Voluntary Group Term Life (VGTL) and Voluntary Accidental Death & Dismemberment (VAD&D) Benefits

TOWN OF GREENEVILLE TN BOARD OF EDUCATION DBA GREENEVILLE CITY SCHOOLS | 1/1/2024

Option #2

Voluntary Group Term Life benefit	Employee Coverage	Spouse Coverage
Electable increments	\$10,000.00	\$5,000.00
Minimum benefit	\$10,000.00	\$5,000.00
Maximum benefit	10 Times Annual Salary Not To Exceed \$500,000.00	100% of Approved Employee Life Benefit Not To Exceed \$50,000.00
Guaranteed issue ¹	\$200,000.00	\$50,000.00
Rate basis	Member Age	Spouse Age
Reduction schedule	By 35% @ Age 65, 50% @ Age 70	By 35% @ Age 65, 50% @ Age 70
Waiver of premium	Limiting Age 60/Elimination Period 9 Months/Termination Age 65	Limiting Age 60/Elimination Period 9 Months/Termination Age 65
Portability	Full Portability	Yes
Accelerated death benefit	75% of Life to Max of \$250,000	75% of Life to Max of \$250,000
Annual enrollment option	Included up to an additional \$10,000.00 w/o EOI, up to GI	Included up to an additional \$5,000.00 w/o EOI, up to GI

¹Guaranteed Issue available to covered persons under age 70

Voluntary Accidental Death & Dismemberment benefit	Employee Coverage	Spouse Coverage
Electable Increments	\$10,000.00	\$5,000.00
Minimum Benefit	\$10,000.00	\$5,000.00
Maximum Benefit	10 Times Annual Salary Not To Exceed \$500,000.00	100% of Approved Employee Life Benefit Not To Exceed \$50,000.00
Reduction Schedule	By 35% @ Age 65, 50% @ Age 70	By 35% @ Age 65, 50% @ Age 70

Participation Requirements

VGTL: A minimum of 5 approved applications between employees and spouses will be required for group implementation. Guaranteed issue requires at least 6 eligible lives and a minimum of 35% participation.

VADD: A minimum of 2 applications is required for implementation.

Enrollment

Evidence of Insurability is required for late entrants, coverage increases, and coverage in excess of the guaranteed issue amount as indicated in the proposal. Increases in coverage due to earnings increases or to a change in an employee's eligible class do not require Evidence of Insurability, except when the new coverage amount exceeds the guaranteed issue amount, or when coverage is increasing by more than \$10,000.

The Dignity Planner

USABLE Life is proud to provide The Dignity Planner⁴ to groups with employer-paid life insurance. The Dignity Planner gives your employees the option to easily create personalized funeral plans for themselves and their loved ones by answering a few questions. Your local Dignity Memorial[®] affiliate will take care of the rest. The Dignity Planner:

- Gives employees the chance to customize any funeral plan to be the unique end-of-life celebration they or their loved one deserve
- Lets employees build a complete plan by choosing a location for a memorial and specifying their desires for burial, cremation, memorial services, charitable donations, flowers, obituaries, and death notices
- Allows employees to share their plans with loved ones and funeral homes and update the plan at any time if their wishes or circumstances change
- Is offered as a service on behalf of the Dignity Memorial Network across the country

⁴The Dignity Planner site is provided as a service of the Dignity Memorial[®] Network, which is comprised of funeral, cremation, and cemetery providers, which are affiliates of Service Corporation International, with corporate offices at 1929 Allen Parkway, Houston, TX 77019. Copyright © SCI Shared Resources LLC. All rights reserved. Availability of services, merchandise, and pricing may vary by area and location.

Amount of Insurance for Accidental Loss

The AD&D benefit will pay a benefit for a specific loss as indicated below:

- Loss of life pays 100% of the AD&D amount
- Loss of two or more members ¹ pays 100% of the AD&D amount
- Loss of one member ¹ pays 50% of the AD&D amount
- Loss of thumb and additional digit (same hand) pays 50% of the AD&D amount
- Loss of thumb and additional digit (opposite hand) pays 25% of AD&D amount
- Sight of one eye pays 50% of AD&D amount
- Sight of both eyes pays 100% of AD&D amount
- Speech or hearing in both ears pays 50% of AD&D amount
- Speech and hearing in both ears pays 100% of AD&D amount

¹ Member means hand or foot.

Suicide Exclusion

If the employee or any eligible dependent dies by suicide within one year of their effective date of coverage, or an increase in coverage, we will not pay the life benefit or the increased benefit amount.

Continuity of Coverage

If the employee suffers a loss after coverage is replaced with our policy we may pay a benefit if:

- The employee is covered under the prior policy at the time the employer changed insurance carriers to our policy; and
- The employee has been continuously covered under our policy on a premium-paying basis, from the effective date of our policy through the date of loss.

For the employee to receive benefits they must not be eligible for benefits under the prior policy. All other policy terms and provisions apply.

IMPORTANT INFORMATION TO KNOW

Eligibility

All permanent, full time, active employees as defined by employer classes who:

- work the minimum number of hours required; and
- have completed the waiting period; and
- are working at the employer's normal place of business; and
- are not otherwise limited by conditions pertaining to their employment.

The term "employees" includes all persons who work for the Policyholder at least 30 hours per week. Unless specifically included in a class designated by the employer, and approved by us, no director, officer, or other person not actively at work on behalf of the employer will be considered an employee unless the criteria above is satisfied. Independent Contractors and those compensated via IRS Form 1099 are not considered employees under this definition. Eligible Employees must be citizens of the United States of America or working in the United States with proper Authorization from the U.S. Citizenship and Immigration Services.

Contingency Disclosures

Proposal prepared on 10/5/2023 and is valid until 1/3/2024. Coverage and rates quoted are based on the information provided. Changes to the plan, and/or changes in the enrolled population or insured volume of +/- 10% may require the quoted rates or coverage to be revised. Unless otherwise noted, rates quoted assume all coverages quoted are sold as a package.

Proposal assumes that all employees to be covered are actively at work. Those employees disabled on the effective date are not covered prior to their return to work unless specifically noted in the proposal assumptions. Rates and coverages quoted are based on USABLE Life's standard non-participating policy and certificate language unless noted. Rates and plans quoted may be subject to minimum lives requirement or a minimum participation percentage. If those requirements are not met, USABLE reserves the right to decline to issue the quoted plan. This proposal is a summary of coverages quoted. Terms used in this proposal are general in nature, and the terms used in the policy and certificate will have specific definitions that may be broader or narrower than those in general usage. You should consult the policy and certificate for specific definitions of significant terms. Coverage is not in force until approval of a Master Application and issuance of a policy and certificate by USABLE Life. Coverage issued is subject to all terms, conditions, limitations, and exclusions in the policy and certificate. In the event of a discrepancy between this proposal and the policy or certificate, the policy and certificate shall prevail.

Coverage offered is intended to comply with all applicable state and federal laws, regulations and requirements. In the event of a conflict between applicable law and this proposal, or policies and certificates, the requirements of the governing jurisdiction shall prevail.

Earnings Definition

The employee's normal rate of pay in effect the day prior to the date a claim is incurred,

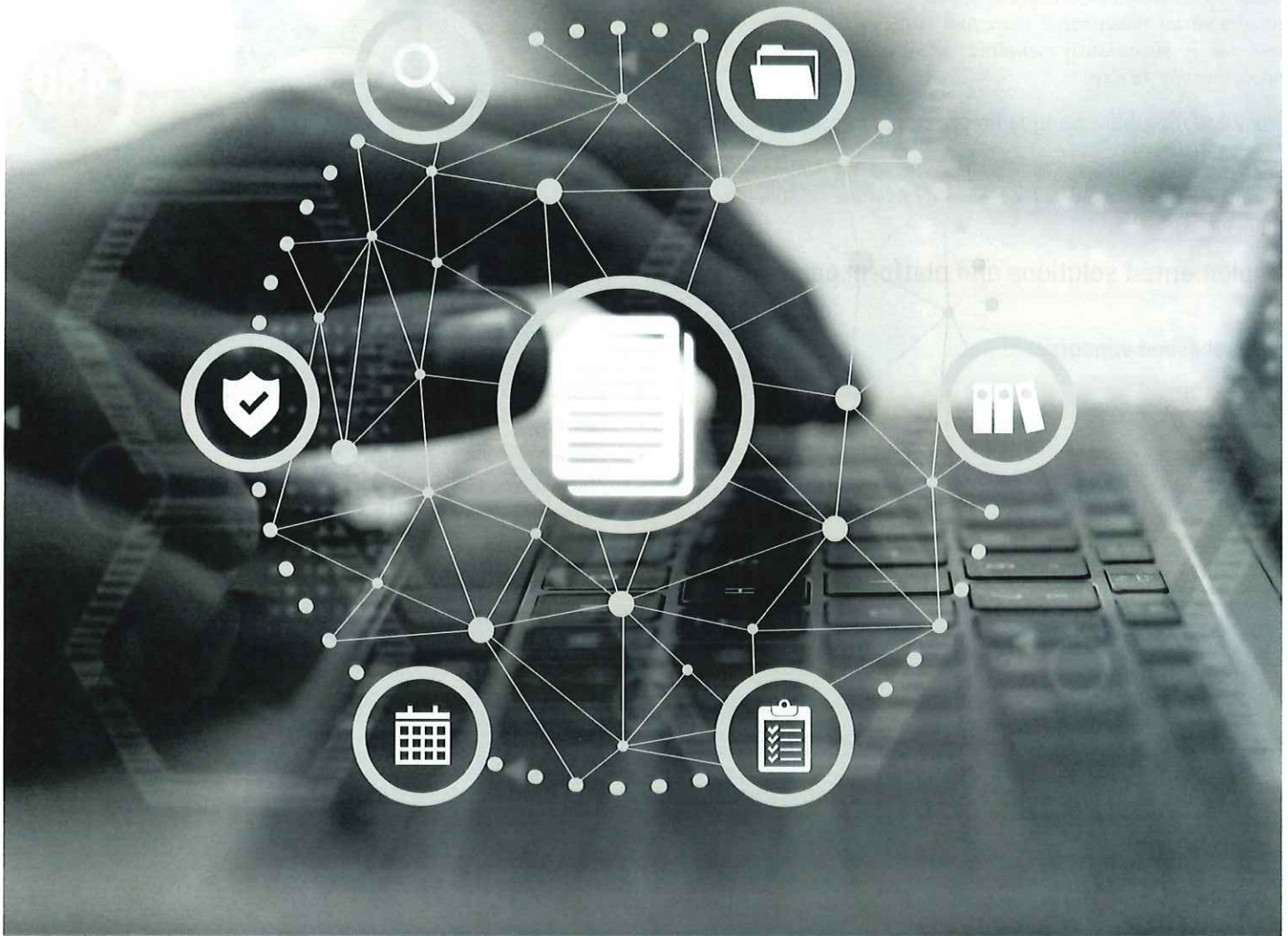
- including, commissions
- excluding overtime, bonus, or any other extra pay

For owners, shareholders, or partners earnings will be defined as:

- Partners
- Earnings means self-employment earnings (loss) from the your Schedule K-1 (Form 1065) for the one calendar years just prior to the date Disability begins
- Sub Chapter S

Earnings means your average weekly income from the Employer in effect just prior to the date Disability begins. It includes income from Schedule K-1 (Ordinary business income (loss)), and your W-2 from the Employer just prior to the date Disability begins.

THE POWER OF TECHNOLOGY — ENROLLMENT SOLUTIONS



Your integrated enrollment experience is simple and easy with Electronic Data Interchange

USABLE Life offers Electronic Data Interchange (EDI) to groups making integrated enrollment easier by:

- Eliminating dual entry and paper enrollments
- Providing timely membership and account maintenance
- Offering an easy carrier connection process

This is done through an automated process that updates employee benefit records weekly through secure file transfer from a Human Resources Information System (HRIS) to USABLE Life, allowing all member changes (e.g., new hire elections, terminations, salary changes, benefit changes, and demographic updates) to be processed through the EDI file data transfer.

PRODUCT HIGHLIGHTS

- *Supplemental, Life, and Disability benefits administration*
- *An integrated enrollment solution that helps you provide top-tier service to your clients*





Group Term Life Proposal

Prepared for
**Town of Greeneville TN Board of
Education DBA Greeneville City
Schools**

Presented by Jimmy L. Bird
October 9, 2023

"A+" rated, providing flexible, affordable
benefits solutions.

www.reliancematrix.com



TOKIOMARINE
GROUP



Executive Summary

On behalf of Reliance Standard Life Insurance Company (Reliance Standard), I would like to thank you for giving us the opportunity to quote the enclosed Group Term Life plan for Town of Greeneville TN Board of Education DBA Greeneville City Schools. We are confident this proposal will uniquely respond to the benefit needs of your client today and in the future.

At Reliance Standard, our goal is to provide your client with a benefits plan that will enhance their ability to attract and retain valued employees, and to provide for their security in times of need. Our commitment to you is:

- A customized insurance plan that meets your client's goals and objectives
- Quick, efficient handling of all administrative, claims and underwriting matters
- Cooperative and efficient service for you and your client.

The Group Life Insurance plan enclosed contains many benefits and provisions. I invite you to read through and consider the proposed plan. The highlighted features are on Page 5, Plan Description.

As an added benefit, Reliance Standard offers a secure website providing Benefit Managers online access to the benefits related information they need. From our site, www.reliancestandard.com, policyholders are granted access to our Benefit Manager's Extranet. Here you can obtain state specific forms required for day to day administration/maintenance of the group policies; enroll employees; manage and pay invoices online; and gain access to management reports, including:

- Premium & Claim History
- Claim Activity (status)
- Evidence of Insurability Status and Tracking

I look forward to reviewing this proposal with you. Please feel free to contact me with any questions you may have.

Sincerely,

Patrick Armor

Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023
 Proposal Expiration Date: January 7, 2024

Plan 1 of 2 Plans

Basic Life & AD&D Plan Description (Plan 1)

Eligibility (Classes 1-3)

- Class 1: Active Full-time Director of Schools working 30 hours or more per week.*
 - Class 2: Active Full-time Principal, Central Office Administration & Supervisor working 30 hours or more per week.*
 - Class 3: Active Full-time Assistant Principal working 30 hours or more per week.*
- *Except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions (Classes 1-3)

	Class 1	Class 2	Class 3
*Benefit Amount:	\$155,000	\$42,000	\$36,000
Age Reduction:	To 65% at age 65 and 50% at age 70. Terminates at Retirement.	To 65% at age 65 and 50% at age 70. Terminates at Retirement.	To 65% at age 65 and 50% at age 70. Terminates at Retirement.
Guarantee Issue:	\$155,000	\$42,000	\$36,000
**Living Benefit Rider:	75% to \$250,000	75% to \$250,000	75% to \$250,000
Conversion:	Yes	Yes	Yes
Waiver of Premium:	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.
Family Medical Leave Ext.:	Yes	Yes	Yes
Bereavement Counseling:	Yes	Yes	Yes
Employee Assistance Prog.:	Phone support/follow up	Phone support/follow up	Phone support/follow up
Travel Assistance:	Yes	Yes	Yes
Portability:	Not Included	Not Included	Not Included
ID Theft Recovery:	Yes	Yes	Yes
AD&D Coverage:	24 Hour, excludes retirees.	24 Hour, excludes retirees.	24 Hour, excludes retirees.
Seat Belt Benefit:	10%	10%	10%
Air Bag Benefit:	5%	5%	5%
Seat Belt/Air Bag Max:	\$25,000	\$25,000	\$25,000
Child Education Benefit:	5% to \$5,000, 4 years	5% to \$5,000, 4 years	5% to \$5,000, 4 years
Spouse Education Benefit:	to \$3,000	to \$3,000	to \$3,000

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

**This may be expressed as Accelerated Benefit or Imminent Death Benefit.



Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023 Proposal Expiration Date: January 7, 2024

Eligibility (Classes 7-9)

Class 7: Retired Principal, Central Office Administration and Supervisor.*

Class 8: Retired Director of Schools.*

Class 9: Retiree.*

*Except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions (Classes 7-9)

	Class 7	Class 8	Class 9
*Benefit Amount:	\$42,000	\$125,000	\$20,000
Age Reduction:	No Age Reduction. Reduces at retirement to \$42,000.	No Age Reduction. Reduces at retirement to \$125,000.	No Age Reduction. Reduces at retirement to \$20,000.
Guarantee Issue:	\$42,000	\$125,000	\$20,000
**Living Benefit Rider:	Not Applicable	Not Applicable	Not Applicable
Conversion:	Yes	Yes	Yes
Waiver of Premium:	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.
Family Medical Leave Ext.:	Yes	Yes	Yes
Bereavement Counseling:	Yes	Yes	Yes
Employee Assistance Prog.:	Phone support/follow up	Phone support/follow up	Phone support/follow up
Travel Assistance:	Yes	Yes	Yes
Portability:	Not Included	Not Included	Not Included
ID Theft Recovery:	Yes	Yes	Yes
AD&D Coverage:	24 Hour, excludes retirees.	24 Hour, excludes retirees.	24 Hour, excludes retirees.
Seat Belt Benefit:	10%	10%	10%
Air Bag Benefit:	5%	5%	5%
Seat Belt/Air Bag Max:	\$25,000	\$25,000	\$25,000
Child Education Benefit:	No	No	No
Spouse Education Benefit:	No	No	No

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

**This may be expressed as Accelerated Benefit or Imminent Death Benefit.

Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023 Proposal Expiration Date: January 7, 2024

Supplemental Life Plan Description (Plan 1)

Eligibility

- Class 1: Active Full-time Director of Schools working 30 hours or more per week.*
- Class 2: Active Full-time Principal, Central Office Administration & Supervisor working 30 hours or more per week.*
- Class 3: Active Full-time Assistant Principal working 30 hours or more per week.*
- Class 4: Active Full-time Assistant Director of Schools working 30 hours or more per week.*
- Class 5: Active Full-time Employee working 30 hours or more per week.*
- Class 6: Retired Principal and Super Intendent, who retired after July 1, 1995 and is under age 65, whose name is on file with us.*
- Class 7: Retired Principal, Central Office Administration and Supervisor.*
- Class 8: Retired Director of Schools.*
- Class 9: Retiree.*

*Except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions

	Class 1-5	Class 6-9
*Benefit Amount:	From \$5,000 to \$500,000 in increments of \$5,000	N/A
Age Reduction:	To 65% at age 65 and 50% at age 70. Terminates at Retirement.	N/A
Guarantee Issue:		N/A
Less Than Age 60:	\$150,000	N/A
Age 60 through 69:	\$150,000	N/A
Age 70 and Over:	None	N/A
**Living Benefit Rider:	75% to \$250,000	N/A
Conversion:	Yes	N/A
Waiver of Premium:	Included, disability starts before age 60 and lasts 9 months.	N/A
Family Medical Leave Ext.:	Yes	N/A
Portability:	Lesser of 2 yrs or case term	N/A

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

**This may be expressed as Accelerated Benefit or Imminent Death Benefit.

Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023 Proposal Expiration Date: January 7, 2024

Dependent Coverage Plan Description (Plan 1)

Eligibility

- Spouse:*** An eligible employee's legal spouse who is not legally separated or divorced from the Insured.
- Coverage for domestic partners may be available upon request, unless prohibited by state law. Domestic and civil union partner coverage is automatically included on the plan where required by state law.
- Dependent Children:*** An eligible employee's unmarried financially dependent children* from 14 days to age 26. *Natural and adopted children; stepchildren and foster children in your custody.
- An eligible employee's children beyond the limiting age who is incapable of self-sustaining employment by reason of intellectual disability or physical handicap and who is chiefly dependent upon the eligible employee for support and maintenance.

The employee must be insured in order for dependents to be covered. A person may not have coverage as both an employee and a dependent. Only one insured spouse may cover dependent children.

For dependents who are confined in a hospital or at home on the date on which they would otherwise become insured, insurance will be effective as of the date the confinement ends.

*May vary from state to state.

Benefit Description (Classes 1-9)

	Class 1-5	Class 6-9
Spouse Benefit*	From \$1,000 to \$10,000 in increments of \$1,000	N/A
Guarantee Issue:		
Spouse Less Than Age 60	\$10,000	
Spouse Age 60 through 69	\$10,000	
Spouse Age 70 and Over	\$0	
Child(ren)		
14 days but less than 6 months	From \$1,000 to \$5,000 in increments of \$1,000	N/A
6 months through Age 26	From \$1,000 to \$5,000 in increments of \$1,000	N/A

*Spouse amount may be limited to 50% of the employee amount dependent on the state regulations, and will reduce in the same manner as the employee amount, upon the spouse's attainment of the reducing ages.

Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023
 Proposal Expiration Date: January 7, 2024

Plan 2 of 2 Plans

Basic Life & AD&D Plan Description (Plan 2)

Eligibility (Classes 1-3)

- Class 1: Active Full-time Director of Schools working 30 hours or more per week.*
 - Class 2: Active Full-time Principal, Central Office Administration & Supervisor working 30 hours or more per week.*
 - Class 3: Active Full-time Assistant Principal working 30 hours or more per week.*
- *Except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions (Classes 1-3)

	Class 1	Class 2	Class 3
*Benefit Amount:	\$165,000	\$52,000	\$46,000
Age Reduction:	To 65% at age 65 and 50% at age 70. Terminates at Retirement.	To 65% at age 65 and 50% at age 70. Terminates at Retirement.	To 65% at age 65 and 50% at age 70. Terminates at Retirement.
Guarantee Issue:	\$165,000	\$52,000	\$46,000
**Living Benefit Rider:	75% to \$250,000	75% to \$250,000	75% to \$250,000
Conversion:	Yes	Yes	Yes
Waiver of Premium:	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.
Family Medical Leave Ext.:	Yes	Yes	Yes
Bereavement Counseling:	Yes	Yes	Yes
Employee Assistance Prog.:	Phone support/follow up	Phone support/follow up	Phone support/follow up
Travel Assistance:	Yes	Yes	Yes
Portability:	Not Included	Not Included	Not Included
ID Theft Recovery:	Yes	Yes	Yes
AD&D Coverage:	24 Hour, excludes retirees.	24 Hour, excludes retirees.	24 Hour, excludes retirees.
Seat Belt Benefit:	10%	10%	10%
Air Bag Benefit:	5%	5%	5%
Seat Belt/Air Bag Max:	\$25,000	\$25,000	\$25,000
Child Education Benefit:	5% to \$5,000, 4 years	5% to \$5,000, 4 years	5% to \$5,000, 4 years
Spouse Education Benefit:	to \$3,000	to \$3,000	to \$3,000

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

**This may be expressed as Accelerated Benefit or Imminent Death Benefit.



Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023 Proposal Expiration Date: January 7, 2024

Eligibility (Classes 7-9)

Class 7: Retired Principal, Central Office Administration and Supervisor.*

Class 8: Retired Director of Schools.*

Class 9: Retiree.*

*Except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions (Classes 7-9)

	Class 7	Class 8	Class 9
*Benefit Amount:	\$42,000	\$125,000	\$20,000
Age Reduction:	No Age Reduction. Reduces at retirement to \$42,000.	No Age Reduction. Reduces at retirement to \$125,000.	No Age Reduction. Reduces at retirement to \$20,000.
Guarantee Issue:	\$42,000	\$125,000	\$20,000
**Living Benefit Rider:	Not Applicable	Not Applicable	Not Applicable
Conversion:	Yes	Yes	Yes
Waiver of Premium:	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.	Included, disability starts before age 60 and lasts 9 months.
Family Medical Leave Ext.:	Yes	Yes	Yes
Bereavement Counseling:	Yes	Yes	Yes
Employee Assistance Prog.:	Phone support/follow up	Phone support/follow up	Phone support/follow up
Travel Assistance:	Yes	Yes	Yes
Portability:	Not Included	Not Included	Not Included
ID Theft Recovery:	Yes	Yes	Yes
AD&D Coverage:	24 Hour, excludes retirees.	24 Hour, excludes retirees.	24 Hour, excludes retirees.
Seat Belt Benefit:	10%	10%	10%
Air Bag Benefit:	5%	5%	5%
Seat Belt/Air Bag Max:	\$25,000	\$25,000	\$25,000
Child Education Benefit:	No	No	No
Spouse Education Benefit:	No	No	No

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

**This may be expressed as Accelerated Benefit or Imminent Death Benefit.



Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023
 Proposal Expiration Date: January 7, 2024

Supplemental Life Plan Description (Plan 2)

Eligibility

- Class 1: Active Full-time Director of Schools working 30 hours or more per week.*
- Class 2: Active Full-time Principal, Central Office Administration & Supervisor working 30 hours or more per week.*
- Class 3: Active Full-time Assistant Principal working 30 hours or more per week.*
- Class 4: Active Full-time Assistant Director of Schools working 30 hours or more per week.*
- Class 5: Active Full-time Employee working 30 hours or more per week.*
- Class 6: Retired Principal and Super Intendent, who retired after July 1, 1995 and is under age 65, whose name is on file with us.*
- Class 7: Retired Principal, Central Office Administration and Supervisor.*
- Class 8: Retired Director of Schools.*
- Class 9: Retiree.*

*Except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions

	Class 1-5	Class 6-9
*Benefit Amount:	From \$5,000 to \$500,000 in increments of \$5,000	N/A
Age Reduction:	To 65% at age 65 and 50% at age 70. Terminates at Retirement.	N/A
Guarantee Issue:		N/A
Less Than Age 60:	\$200,000	N/A
Age 60 through 69:	\$200,000	N/A
Age 70 and Over:	None	N/A
**Living Benefit Rider:	75% to \$250,000	N/A
Conversion:	Yes	N/A
Waiver of Premium:	Included, disability starts before age 60 and lasts 9 months.	N/A
Family Medical Leave Ext.:	Yes	N/A
Portability:	Lesser of 2 yrs or case term	N/A

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

**This may be expressed as Accelerated Benefit or Imminent Death Benefit.



Plan Description & Cost Summary

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
 Date: October 9, 2023 Proposal Expiration Date: January 7, 2024

Dependent Coverage Plan Description (Plan 2)

Eligibility

Spouse:* An eligible employee's legal spouse who is not legally separated or divorced from the Insured.
 Coverage for domestic partners may be available upon request, unless prohibited by state law. Domestic and civil union partner coverage is automatically included on the plan where required by state law.

Dependent Children:* An eligible employee's unmarried financially dependent children* from 14 days to age 26. *Natural and adopted children; stepchildren and foster children in your custody.
 An eligible employee's children beyond the limiting age who is incapable of self-sustaining employment by reason of intellectual disability or physical handicap and who is chiefly dependent upon the eligible employee for support and maintenance.

The employee must be insured in order for dependents to be covered. A person may not have coverage as both an employee and a dependent. Only one insured spouse may cover dependent children.

For dependents who are confined in a hospital or at home on the date on which they would otherwise become insured, insurance will be effective as of the date the confinement ends.

*May vary from state to state.

Benefit Description (Classes 1-9)

	Class 1-5	Class 6-9
Spouse Benefit*	From \$1,000 to \$50,000 in increments of \$1,000	N/A
Guarantee Issue:		
Spouse Less Than Age 60	\$50,000	
Spouse Age 60 through 69	\$50,000	
Spouse Age 70 and Over	\$0	
Child(ren)		
14 days but less than 6 months	From \$1,000 to \$10,000 in increments of \$1,000	N/A
6 months through Age 26	From \$1,000 to \$10,000 in increments of \$1,000	N/A

*Spouse amount may be limited to 50% of the employee amount dependent on the state regulations, and will reduce in the same manner as the employee amount, upon the spouse's attainment of the reducing ages.

Plan Details

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
Date: October 9, 2023 **Proposal Expiration Date: January 7, 2024**

Guarantee Issue

Any amount of insurance in excess of the Guarantee Issue amount listed in your Proposal Summary requires Evidence of Insurability that RSL must accept and approve. Your local sales office can provide Evidence of Insurability forms for you or you can download directly from our homepage - www.reliancestandard.com.

If this plan is replacing an existing plan, the guarantee issue amount may not exceed 50% more than the existing carrier's Guarantee Issue limit without prior approval from RSL.

Living Benefit

The Living Benefit helps offset the high cost of medical care for a terminally ill employee by providing an advance payment of a portion of the death benefit in the case of a terminal illness.

"Terminal Illness" means an illness or physical condition that is Certified by a Physician to reasonably be expected to result in death in less than 12 months.

The Living Benefit is **an amount equal to** a percentage of the Death Benefit on the date of certification of Terminal Illness, subject to a **maximum amount**. Please see your proposal summary page for details.

The Insured may receive a single lump sum or installment payments mutually agreed upon by RSL and the Insured. The Living Benefit is payable one time only for any Insured covered under this Rider. The Death Benefit will be reduced by an amount equal to the Living Benefit.

The Insured must be covered under this rider for at least 60 days prior to being certified as Terminally Ill.

Any amount of insurance that continues under a Waiver of Premium provision, or is available under the Conversion Privilege, will be reduced to reflect the payment of the Living Benefit.

Conversion

The conversion privilege gives an Insured the right, under certain conditions, to continue life insurance protection under a non-term permanent insurance policy. We require no medical examination or other evidence of insurability – regardless of age or state of health – as long as application is made and the first premium is paid within 31 days of termination of insurance coverage.

Waiver of Premium

If an Insured becomes Totally Disabled while insured and while the policy is in force before reaching age * and is not able to work for at least * consecutive months, RSL will continue his/her life insurance benefit without premium payment. No further premium payments are necessary as long as he/she meets the Total Disability requirements of the Policy. You must notify us and file a claim within one year of the Insured's date of disability.

* please refer to the Waiver of Premium field of Benefit Descriptions on the proposal summary page for the age and months included in this proposal for each class.

Plan Details

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
Date: October 9, 2023 **Proposal Expiration Date: January 7, 2024**

Travel Assistance

Travel assistance services provide travel and medical assistance services for employees of our Policyholders while traveling on a trip in a foreign country or 100 miles or more from home.

Whether the travel is for business or pleasure your covered employees as well as their spouse and unmarried children under the age of 20 (under age 26 for full time students) are covered.

All travel assistance services are available 24 hours a day through a multilingual staff who are prepared to act quickly and efficiently to serve your employees.

Travel assistance services are provided through On Call International, LLC (On Call) and are not part of the insurance policy being proposed by Reliance Standard Life. On Call is not affiliated with us. We are not responsible for the content of the program or services provided or not provided by On Call. RSL has the right to discontinue offering these services at any time.

For full details about the travel assistance program including all services, limitations and exclusions, please contact your Regional Group Sales Representative.

Portability

If the Insured's coverage terminates because he/she ceases to be eligible (other than termination of the policy, the Insured's retirement or if applicable, the Insured Dependent having reached the maximum age), he/she may elect to continue coverage in effect prior to ceasing to be eligible up to the plan maximum amount of coverage stated in the policy or \$500,000, whichever is less. Evidence of insurability is not required. Dependent coverage, if applicable, may not be ported independent of the Insured. The Insured must have been covered for twelve (12) months (including time insured under the prior group policy, if applicable), cannot be approved for Waiver of Premium, terminated under Waiver of Premium for age and portability must be elected within thirty-one (31) days from the date coverage terminates. Provided premium payment is made, ported insurance will terminate on the first of the following to occur: (1) two (2) years from the date the coverage was ported; (2) policy termination; (3) the date the Insured is covered under another group plan; or (4) the date the Insured reaches the age specified; unless otherwise reflected under the benefit Descriptions on the Plan Description & Summary of this proposal. Premium for this coverage will be based on rates charged for ported coverage and billed directly to the Insured on a quarterly basis.

Identity Theft Recovery

This full service ID Recovery Program will perform the recovery process for your employee should they or a member of their family fall victim to identity theft. Restoration services include (but are not limited to): investigation and confirmation of fraudulent activity including known, unknown, and potentially complicated sources of identity theft, resolution of key issues by maintaining and explaining your rights, placing phone calls and preparing appropriate documentation on their behalf including anything from dispute letters to defensible complaints, contacting, following up and escalating issues with affected agencies and institutions, providing restoration beyond just credit including criminal, DMV, medical records, and real time access to public records such as DMV, criminal, address changes, liens, judgments and more.

Identity theft recovery services are provided by InfoArmor and are not part of the insurance policy being proposed by Reliance Standard Life. InfoArmor is not affiliated with RSL and is not responsible for any acts or omissions of InfoArmor in connection with or arising under the identity theft recovery services.

For full details about the identity theft program including all services, limitations and exclusions, please contact your Regional Group Sales Representative.



Plan Details

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
Date: October 9, 2023 **Proposal Expiration Date: January 7, 2024**

Exclusions

We will not pay a benefit for any loss sustained by the Insured:

- 1) while driving or riding in any four-wheel vehicle used in a race, in a speed or endurance test, or for acrobatic or stunt driving;
- 2) if the Insured was not wearing a seat belt for any reason;
- 3) if the Insured was sharing a seat belt.

Air Bag Benefit

In addition to the Seat Belt Benefit, we will pay an Air Bag Benefit if the Insured was driving or riding in a private passenger Four-Wheel Vehicle equipped with a factory-installed Air Bag. The police accident report must clearly establish the Insured was positioned in a seat designed to be protected by an Air Bag and was properly strapped in the seat belt when the air bag inflated.

The total maximum payable under this benefit is limited to the amount shown on the proposal summary.

In addition to the Exclusions applicable to Seat Belt, we will not pay an Air Bag benefit for any loss sustained due to a defect in the Air Bag's diagnostic system.

Limitations

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
Date: October 9, 2023 **Proposal Expiration Date: January 7, 2024**

Benefit Schedule

The death benefits paid under an RSL Group Life Insurance program may be expressed in one of three ways:

- 1) As a multiple of earnings
- 2) As a percentage of earnings
- 3) As a flat amount. If the amount is \$150,000 or more, then
 - a) The basic coverage is the flat amount or 5 times earnings, whichever is less
 - b) Supplemental only coverage is limited to the flat amount, or 5 times earnings, whichever is less.
 - c) If coverage is basic plus supplemental, then the limit is 7 times earnings.

Basic Annual Earnings (BAE) usually excludes bonus, overtime and commissions earned by an employee. If you want bonus or commissions to be included in the definition, the amount is usually averaged over a time period which you designate and is outlined in the policy.

Limitation

Applicable to any life insurance coverage which is paid in whole or in part with employee contributions: In the event of death by suicide, while sane or insane, within two (2) years of the Insured's and/or Insured Dependent's, if applicable, effective date of insurance, RSL's payment will be limited to a refund of all life insurance premium paid prior to the date of death.

This provision may vary by state.

If an eligible person had previously been declined for life insurance coverage by RSL, had an application withdrawn or marked incomplete for any reason, or voluntarily terminated coverage with RSL, all future request for life insurance coverage will be subject to submission and RSL approval of proof of good health.

This provision may vary by state.

Exclusions

Applicable to Accidental Death and Dismemberment, Permanent Total Disability and Total Loss of Use.

A benefit will not be payable for a loss:

- 1) caused by suicide or intentionally self-inflicted injuries; or
- 2) caused by or resulting from war or any act of war, declared or undeclared; or
- 3) to which sickness, disease or myocardial infarction, including medical or surgical treatment thereof, is a contributing factor; or
- 4) sustained during the Insured's commission or attempted commission of an assault or felony; or
- 5) to which the Insured's acute or chronic alcoholic intoxication is a contributing factor; or
- 6) to which the Insured's voluntary consumption of an illegal or controlled substance or a non-prescribed narcotic or drug is a contributing factor; or
- 7) caused by Injury arising out of or in the course of employment for wage or profit. (Does not apply if 24-Hour coverage is provided.)

About RSL

Prepared For Town of Greeneville TN Board of Education DBA Greeneville City Schools
Date: October 9, 2023 **Proposal Expiration Date: January 7, 2024**

Reliance Standard Life Insurance Company was incorporated in 1907 as Central Standard Life Insurance of Illinois. Reliance Standard is domiciled in Illinois, and maintains its administrative offices in Philadelphia. Reliance Standard is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam.

Our Commitment to Service Excellence

Employee benefits consist of three parts - the coverage itself, implementation and on-going customer service. Reliance Standard has invested heavily in people and systems to make it easy to do business with us. We reduce your administration downtime with easy-to-use online billing and enrollment support, backed by a National Service Organization spanning our entire network of sales and service offices. Our service and sales professionals are committed to assisting you in every step; from designing an affordable, customized benefit plan to assure smooth and effortless implementation, to assisting employees with questions and service requirements.

A Strong, Diversified Company

As a premier insurance carrier, Reliance Standard consistently earns strong financial ratings:

- A.M. Best "A+" (Superior), affirmed August 2016
- Standard & Poor's "A" (Strong), as of September 2015

Reliance Standard Life Insurance Company is a member of the Tokio Marine Group. The Tokio Marine Group operates in the property and casualty insurance, reinsurance and life insurance sectors globally. The Group's main operating subsidiary, Tokio Marine & Nichido Fire (TMNF), was founded in 1879 and is the oldest and leading property and casualty insurer in Japan.

Comprehensive Benefits and Services

In business for over 100 years, Reliance Standard Life Insurance Company (Reliance Standard) is a leading insurance carrier specializing in innovative and flexible employee benefits solutions including disability income and group term life insurance, dental insurance, critical illness and accident insurance. Reliance Standard offers a complete suite of voluntary (employee paid) coverage options and services, as well as fully integrated absence management services. Our products and services are marketed through independent brokers and agents to employers of all sizes.



Tennessee Investment in Student Achievement

Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
 - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.¹
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to T.C.A. § 49-3-114 to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please contact tnedu.funding@tn.gov

Completed reports should be submitted in ePlan by **November 1, 2023**.

¹ T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3rd grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3rd grade students proficient in ELA.

DISTRICT INFORMATION		
District Name	Greeneville City	
Director of Schools Name	Steve Starnes	
District Point of Contact for TISA Accountability Report	Name	Suzanne Bryant
	Phone Number	423-787-800
	Email Address	bryants@gcschools.net
Percent of 3 rd grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the spring TCAP	46.2	

DISTRICT GOAL STATEMENT(S)	
Goal Statement 1: 3 rd Grade ELA Proficiency ²	70 % of students will score proficient on the 3 rd grade ELA TCAP by 2032 year
Goal Statement 2:	70% of students in grades 3-8 will score proficient on the math TCAP by 2032 year
Goal Statement 3:	
Goal Statement 4:	
Goal Statement 5:	

² **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Goal Statement 1: 3 rd grade ELA proficiency ³	70% of students will score proficient on the 3 rd grade TCAP by 2032			
Year 1: 2023-24 school year	47.2	2023-2024 3 rd grade ELA TCAP	<p>-Consistent unit and lesson prep and implementation of ELA HQIM K-12</p> <p>High dosage, low ratio tutoring for at-risk or retained grades 1-3 students</p> <p>Differentiated professional learning provided by the elementary</p>	<p>Funds will be used for training and support through instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration. Funds will pay teacher salary and benefits, lower class sizes, and also used for salary increases to recruit and retain highly effective instructional personnel.</p> <p>Funds will be used to support additional personnel, texts, and tutoring resources.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p>

³ The annual outcome for 3rd grade ELA proficiency must include, but is not limited to, the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next 3 years, starting with the 2022-23 TCAP results, to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA. If the district already has 70% or more of 3rd grade students proficient in ELA, it is not required to state in your annual outcomes the 15% gap closure, but must still detail annual outcomes and metrics to either maintain or increase your district's 3rd grade ELA proficiency rates and other stated district goals.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			instructional specialist team RTI2 and ILPD implementation Professional Learning through GCS Early Literacy Cohort Summer Learning and after-school programming Use of Mastery Connect Item banks and benchmark assessment	Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional assistants to full time. Also, purchase of necessary materials and resources. Funds will also be used for salary and benefits of school psychologists. Funds will be utilized for materials and substitute teacher pay. Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing). Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Reading Plus Software</p> <p>MyOn Reader Software</p> <p>STAR 360 and STAR CBM Software</p> <p>IXL Software</p>	<p>paired with ESSER 3.0 funds to purchase Mastery Connect.</p> <p>Funds will be paired with ESSER 3.0 funds for this purchase to increase reading levels and student engagement.</p> <p>Funds will be used to purchase MyOn Reader to increase reading levels and student engagement.</p> <p>Funds will be used to purchase STAR 360 for grades K-8 and selected high school students.</p> <p>Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.</p>
<p>Year 2: 2024-25 school year</p>	<p>48.4</p>	<p>2024-2025 3rd grade ELA TCAP</p>	<p>-Consistent unit and lesson prep and implementation of ELA HQIM K-12</p>	<p>Funds will be used for training and support through instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration. Funds will pay</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>High dosage, low ratio tutoring for at-risk or retained 3rd-grade students</p> <p>Differentiated professional learning provided by the elementary instructional specialist team RTI2 and ILPD implementation</p> <p>Professional Learning through GCS Early Literacy Cohort</p>	<p>teacher salary and benefits, lower class sizes, and also used for salary increases to recruit and retain highly effective instructional personnel.</p> <p>Funds will be used to support additional personnel, texts, and tutoring resources.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p> <p>Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional instructional assistant to full time. Also, purchase of necessary materials and resources.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Summer Learning and after-school programming</p> <p>Use of Mastery Connect Item banks and benchmark assessment</p> <p>Reading Plus Software</p>	<p>Funds will be utilized for materials and substitute teacher pay.</p> <p>Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).</p> <p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will used to purchase Mastery Connect.</p> <p>Funds will be used for this purchase to increase reading levels and student engagement.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>MyOn Reader Software</p> <p>STAR 360 and STAR CBM Software</p> <p>IXL Software</p>	<p>Funds will be used to purchase MyOn Reader to increase reading levels and student engagement.</p> <p>Funds will be used to purchase STAR 360 for grades K-8 and selected high school students.</p> <p>Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.</p>
<p>Year 3: 2025-26 school year</p>	<p>49.77</p>	<p>2025-2026 3rd grade ELA TCAP</p>	<p>Consistent unit and lesson prep and implementation of ELA HQIM K-12</p>	<p>Funds will be used for training and support through instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration. Funds will pay teacher salary and benefits, lower class sizes, and also used for salary increases to recruit and retain highly effective instructional personnel.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>High dosage, low ratio tutoring for at-risk or retained 3rd-grade students</p> <p>Differentiated professional learning provided by the elementary instructional specialist team RTI2 and ILPD implementation</p> <p>Professional Learning through GCS Early Literacy Cohort</p>	<p>Funds will be used to support additional personnel, texts, and tutoring resources.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p> <p>Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional instructional assistant to full time. Also, purchase of necessary materials and resources.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Summer Learning and after-school programming</p> <p>Use of Mastery Connect Item banks and benchmark assessment</p> <p>Reading Plus Software</p> <p>MyOn Reader Software</p>	<p>Funds will be utilized for materials and substitute teacher pay.</p> <p>Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).</p> <p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will used to purchase Mastery Connect.</p> <p>Funds will be used for this purchase to increase reading levels and student engagement.</p> <p>Funds will be used to purchase MyOn Reader to increase reading levels and student engagement.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 4: 2026-27 school year	53.14	2026-2027 3rd grade ELA TCAP	<p>Consistent unit and lesson prep and implementation of ELA HQIM K-12</p> <p>High dosage, low ratio tutoring for at-risk or retained 3rd-grade students</p> <p>Differentiated professional learning provided by the elementary instructional specialist team</p>	<p>Funds will be used for training and support through instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration. Funds will pay teacher salary and benefits, lower class sizes, and also used for salary increases to recruit and retain highly effective instructional personnel.</p> <p>Funds will be used to support additional personnel, texts, and tutoring resources.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			RTI2 and ILPD implementation Professional Learning through GCS Early Literacy Cohort Summer Learning and after-school programming Use of Mastery Connect Item banks and benchmark assessment	Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional instructional assistant to full time. Also, purchase of necessary materials and resources. Funds will be utilized for materials and substitute teacher pay. Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing). Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will used to purchase Mastery Connect.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Reading Plus Software	Funds will be used for this purchase to increase reading levels and student engagement.
			MyOn Reader Software	Funds will be used to purchase MyOn Reader to increase reading levels and student engagement.
Year 5: 2027-28 school year	56.51	2027-2028 3rd grade ELA TCAP	Consistent unit and lesson prep and implementation of ELA HQIM K-12 High dosage, low ratio tutoring for at-risk or retained 3rd-grade students	Funds will be used for training and support through instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration. Funds will pay teacher salary and benefits, lower class sizes, and also used for salary increases to recruit and retain highly effective instructional personnel. Funds will be used to support additional personnel, texts, and tutoring resources.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Differentiated professional learning provided by the elementary instructional specialist team RTI2 and ILPD implementation Professional Learning through GCS Early Literacy Cohort Summer Learning and after-school programming Use of Mastery Connect Item banks and benchmark assessment	Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed. Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional instructional assistant to full time. Also, purchase of necessary materials and resources. Funds will be utilized for materials and substitute teacher pay. Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Reading Plus Software</p> <p>MyOn Reader Software</p>	<p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be used to purchase Mastery Connect.</p> <p>Funds will be used for this purchase to increase reading levels and student engagement.</p> <p>Funds will be used to purchase MyOn Reader to increase reading levels and student engagement.</p>
Goal Statement 2:	70% of students in grades 3-8 will score proficient on the math TCAP by 2032 year			
Year 1: 2023-24 school year	41.31	2023-2024 grade 3-8 mathTCAP	-Consistent unit and lesson prep and implementation of Mathematics HQIM K-12	Funds will be used for training and support through the instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration. Funds will pay teacher salaries

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Differentiated professional learning provided by the elementary instructional specialist team RTI2 and ILPD implementation	and benefits, lower class sizes, and also be used for salary increases to recruit and retain highly effective instructional personnel. Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed. Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional assistants to full time. Also, purchase of necessary materials and resources. Funds will also be used for salary and benefits of school psychologists.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Summer Learning and after-school programming</p> <p>Use of Mastery Connect Item banks and benchmark assessment</p> <p>STAR 360 and STAR CBM Software</p> <p>IXL Software</p>	<p>Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).</p> <p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be paired with ESSER 3.0 funds to purchase Mastery Connect.</p> <p>Funds will be used to purchase STAR 360 for grades K-8 and selected high school students.</p> <p>Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.</p>
Year 2: 2024-25 school year	42.82	2024-2025 grade 3-8 mathTCAP	-Consistent unit and lesson prep and implementation of math HQIM K-12	Funds will be used for training and support through the instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Differentiated professional learning provided by the elementary instructional specialist team RTI2 and ILPD implementation	Funds will pay teacher salaries and benefits, lower class sizes, and also be used for salary increases to recruit and retain highly effective instructional personnel. Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed. Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional assistants to full time. Also, purchase of necessary materials and resources. Funds will also be used for salary and benefits of school psychologists.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Summer Learning and after-school programming</p> <p>Use of Mastery Connect Item banks and benchmark assessment</p> <p>STAR 360 and STAR CBM Software</p> <p>IXL Software</p>	<p>Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).</p> <p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be paired with ESSER 3.0 funds to purchase Mastery Connect.</p> <p>Funds will be used to purchase STAR 360 for grades K-8 and selected high school students.</p> <p>Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.</p>
<p>Year 3: 2025-26 school year</p>	<p>44.33</p>	<p>2025-2026 grade 3-8 mathTCAP</p>	<p>-Consistent unit and lesson prep and implementation of math HQIM K-12</p>	<p>Funds will be used for training and support through the instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Differentiated professional learning provided by the elementary instructional specialist team</p> <p>RTI2 and ILPD implementation</p>	<p>Funds will pay teacher salaries and benefits, lower class sizes, and also be used for salary increases to recruit and retain highly effective instructional personnel.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p> <p>Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional assistants to full time. Also, purchase of necessary materials and resources. Funds will also be used for salary and benefits of school psychologists.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Summer Learning and after-school programming</p> <p>Use of Mastery Connect Item banks and benchmark assessment</p> <p>STAR 360 and STAR CBM Software</p> <p>IXL Software</p>	<p>Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).</p> <p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be paired with ESSER 3.0 funds to purchase Mastery Connect.</p> <p>Funds will be used to purchase STAR 360 for grades K-8 and selected high school students.</p> <p>Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.</p>
<p>Year 4: 2026-27 school year</p>	<p>48.6</p>	<p>2026-2027 grade 3-8 mathTCAP</p>	<p>-Consistent unit and lesson prep and implementation math HQIM K-12</p>	<p>Funds will be used for training and support through the instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Differentiated professional learning provided by the elementary instructional specialist team</p> <p>RTI2 and ILPD implementation</p>	<p>Funds will pay teacher salaries and benefits, lower class sizes, and also be used for salary increases to recruit and retain highly effective instructional personnel.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p> <p>Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional assistants to full time. Also, purchase of necessary materials and resources. Funds will also be used for salary and benefits of school psychologists.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			Summer Learning and after-school programming Use of Mastery Connect Item banks and benchmark assessment STAR 360 and STAR CBM Software IXL Software	Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing). Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be paired with ESSER 3.0 funds to purchase Mastery Connect. Funds will be used to purchase STAR 360 for grades K-8 and selected high school students. Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.
Year 5: 2027-28 school year	52.87	2027-2028 grade 3-8 mathTCAP	-Consistent unit and lesson prep and implementation of math HQIM K-12	Funds will be used for training and support through the instructional specialist model and PLC model for professional learning and collaboration around HQIM. Funds will also be used to provide substitute teachers for this collaboration.

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Differentiated professional learning provided by the elementary instructional specialist team</p> <p>RTI2 and ILPD implementation</p>	<p>Funds will pay teacher salaries and benefits, lower class sizes, and also be used for salary increases to recruit and retain highly effective instructional personnel.</p> <p>Funds will be used for salary and benefits of the instructional specialist team and for substitute teachers as needed.</p> <p>Funds will be used to provide staffing for all Tiers, along with ILPD staffing, including the conversion of part time instructional assistants to full time. Also, purchase of necessary materials and resources. Funds will also be used for salary and benefits of school psychologists.</p>

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
			<p>Summer Learning and after-school programming</p> <p>Use of Mastery Connect Item banks and benchmark assessment</p> <p>STAR 360 and STAR CBM Software</p> <p>IXL Software</p>	<p>Funds will be paired with state-provided dollars to support summer programming for third-grade students (additional resources and staffing).</p> <p>Funds will also be used for the salary of the data and testing coordinator, IT integration specialist, and instructional specialist team. Funds will be paired with ESSER 3.0 funds to purchase Mastery Connect.</p> <p>Funds will be used to purchase STAR 360 for grades K-8 and selected high school students.</p> <p>Funds will be used to purchase IXL ELA and Math for grades K-8 and selected high school courses.</p>
Goal Statement 3:				
Year 1: 2023-24 school year				
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				

School Year	Annual Outcome(s)	Associated Metrics/Data	Action Steps This may include descriptions of district-based programs, staffing, and intervention services for students.	Describe how your district intends to use their budget to execute the action steps and meet the stated goal. <i>Optional:</i> Provide a copy of your district's budget when submitting this report to the department.
Year 5: 2027-28 school year				
Goal Statement 4:				
Year 1: 2023-24 school year				
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				
Goal Statement 5:				
Year 1: 2023-24 school year				
Year 2: 2024-25 school year				
Year 3: 2025-26 school year				
Year 4: 2026-27 school year				
Year 5: 2027-28 school year				

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.

Date(s) of opportunity for local public comment.

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1 each year.

Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	
Summary of public comment received, if any.	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	