

Bedford County Board of Education November Monthly Meeting

November 17, 2020 5:30 PM

Central Office Board Room

- I. PROCEDURAL ITEMS
 - A. Call to Order
 - B. Moment of Silence
 - C. Pledge of Allegiance
 - D. Opening Remarks
- II. CONSENT AGENDA
 - A. Approval of Agenda
 - B. Minutes from October 20, 2020 Regular Monthly Meeting
 - C. Minutes from November 9, 2020 Special Called Meeting
 - D. Certificate of Compliance
 - E. Federal Comparability Report
 - F. TSBA Contract for Superintendent Search
- III. PRESENTATIONS
 - A. Update on Enrollment, Virtual Learning Program, Homeschool
- IV. ACTION ITEMS
 - A. Naming Request from Cascade Middle School
 - B. Extra Bus Duty at Liberty
 - C. Superintendent Salary Range
 - D. Superintendent Recruitment: Interim Superintendent
 - E. CTE Perkins Basic Grant Amendment
 - F. ESSER Grant Revision
 - G. October Monthly Financial Report
- V. REPORT ITEMS
 - A. Monthly Tax Analysis
 - B. Executive Committee Report
 - 1. Cascade Elementary Declaration of Surplus
 - C. Superintendent's Report
- VI. OTHER BUSINESS
 - A. Acknowledge Special Programs and Achievements
 - B. FYI - Expenditures
 - C. FYI - Personnel
 - D. ADJOURNMENT

Chairperson

Superintendent

BEDFORD COUNTY BOARD OF EDUCATION

Minutes from October 20, 2020 Regular Monthly Meeting

The Bedford County Board of Education met in a regular monthly session on Tuesday, October 20, 2020 at approximately 5:30 p.m. in the central office building board room located at 500 Madison Street in Shelbyville, TN. Board members Diane Neeley, Glenn Forsee, Dr. Andrea Anderson, Michael Cook, Brian Crews, David Brown, Nicole Cashion and Dan Reed were present. John Boutwell was unable to attend.

Chairwoman Neeley called the meeting to order. She conveyed condolences on behalf of the Board to the family of Hilda Smith, who had been a library assistant at Liberty School and also to the families of Estel Smith, Jr. and Moe Johnson, both longtime educators at Shelbyville Central High School, on their recent passings.

There was a moment of silence, followed by the Pledge of Allegiance. The Chair then welcomed all, including those who were viewing the meeting online.

CONSENT AGENDA

The following consent agenda was approved by acclamation, upon the motion and second of Forsee and Brown:

CONSENT AGENDA

- A. Approval of Agenda
- B. Minutes from September 15, 2020 Monthly Meeting
- C. Minutes from Special Called Meeting on October 6, 2020

PRESENTATIONS

In-person/Virtual Learning/Homeschool Update – Karen Scoggins, Barry Bennett, Ben Barrett

Assistant Superintendent Karen Scoggins reviewed a one-page instructional team update (see document in October 20, 2020 board meeting file) which reported the following:

Enrollment as of 10/19/20 was 8,508 as compared to 8,743 at the same time in 2019. Pre-K enrollment was 204. A total of 1,294 students are participating in virtual learning.

Homeschool enrollment numbers were broken down as follows: 213 students in independent home school; 382 in umbrella programs and 26 students participating in online.

The virtual learning numbers have gone down significantly after students had the opportunity to opt out after the first nine week grading period. Mrs. Scoggins also noted that the current total of 1,294 indicates only those students who are in the program full-time, and not students who are participating

because they have been quarantined. The next opportunity to opt out of the virtual program and go back to brick and mortar learning will not be until after the Christmas break on January 5, 2021.

The technology department has staged 1,424 devices for schools. Deliveries of these devices are almost complete. An additional 350+ laptops have been ordered through a grant and have already begun to arrive. Mr. Barrett noted that the staging work was accomplished in two and a half weeks through diligence of his team, which included Christie Williams, Zack Spears, and five technicians.

Mr. Cook asked if the number of homeschool students reported had all left the system this year. Barry Bennett, Supervisor of Student Services, indicated that the number included those who had re-upped from last year. It was previously reported that the system was down a total of 264 students and Mr. Cook asked for clarification and indicated his concern about the funding attached to lost students leaving the system. Terise Rhodes, Student Management Supervisor, clarified that the system is currently down 235 students since this time last year, so the gap has narrowed. She went on to explain how ADM, on which funding is based, is calculated by the state in the 2nd, 3rd, 5th, and 7th months.

Mr. Crews, referring to an article released by the State of Tennessee about students being behind in ELA and math due to the COVID closures in the spring, asked Mrs. Scoggins if the administration was able to determine how far behind students are with the loss of instruction time since March of last year. Mrs. Scoggins said when the state released the referenced report they did not base it on data collected from local systems, but rather from all over the country. She said that systems are now giving the state checkpoints through the end of the month that will give an indication of learning loss, however grades from the first nine weeks are not all back in at this point, so failure rates have not been reviewed. Mrs. Scoggins said administrators will look at that, take everything into consideration, and then design interventions.

Mr. Crews asked if teachers are already giving feedback on student learning loss. Math has a prerequisite diagnostic report that indicates when a unit is started, which students may need remediation. Points have been built in for teachers to go back and teach that, but there has not been feedback yet on how that is working or if it will need to be adjusted. Karen Scoggins – “When we get our scores back from checkpoints and all district data is entered, we will look at that. We have RTI time built in and will use for children that need remediation.”

Mr. Cook asked how RTI would work for students participating in the virtual program. They will dial in to the RTI teacher and the teacher will work with that student and others as best they can. Mr. Cook then asked how efficient Mrs. Scoggins felt the classrooms are that combine virtual and in-person learning. Karen Scoggins – “That is yet to be determined. I can tell you in walkthroughs every day this month, for the children that are logging in on time, staying logged in, and active participants, our teachers have done a phenomenal job pairing them with in-person kids. We also have instances of kids not being properly supervised during the day, having issues logging in and not being attentive, or disrupting the classroom because of muting issues. There are a lot of variables. The outcomes are going to be from one continuum to the other. I think we will have good outcomes for the ones taking it seriously.”

It was noted that these students are still being held to the same accountability standards for in-person learning students. If they are counted as absent due to not logging-in or staying logged in, the same tiered system will be followed as for any student with absences.

A virtual survey was sent out. It was determined out of the 1,294 students participating virtually, about 125 have specific issues that are being addressed and a letter is going out to parents reiterating expectations.

Update on Fire at Cascade Middle & Southside Windows – Daniel Kleindienst

Director of Environmental Services Daniel Kleindienst said that the installation of windows at Southside Elementary School has been done for approximately a month, with only a couple of trim pieces left to install.

Updating the board on the fire damage at Cascade Middle, Mr. Kleindienst reported that work is 95-98% complete. Floors in the cafeteria are being stripped. All inspections have been done. Before the kitchen is opened, a hood and compression system is needed. Belfor is stripping the floors and Mr. Kleindienst's team will put down the finish from Aramark, which in his opinion is the best available. Work should be wrapped up in about a week, if things go as they should.

ACTION ITEMS

Superintendent Evaluation Instrument

Chairwoman Neeley explained the Superintendent Evaluation Instrument (see document in October 20, 2020 board meeting file) had been deferred last month, and the previous meeting also concluded with Mr. Embry announcing his retirement. The instrument has been updated to reflect the goals for 2019-20 and the superintendent has supplied goal documentation. **Mr. Forsee moved to approve the instrument as presented. His motion was seconded by Mr. Brown.** Mr. Crews asked if there were any objections from the Superintendent. There were none, as he and the Chair had mutually agreed upon the document, at the direction of the board the previous month. **The Superintendent Evaluation Instrument for the 2019-20 school year was approved by a vote of 8-0.**

Superintendent Search

Chairwoman Neeley explained how the Board had held a special session for TSBA to present their superintendent search services. The first thing the board will need to decide on is how to move forward. This could be done with an in-house search the board conducts themselves, by hiring TSBA, or to look for another superintendent search service provider. She asked what was the will of the Board in this matter.

David Brown moved to use the services of TSBA to conduct the superintendent search. His motion was seconded by Michael Cook.

Michael Cook asked if the board has used TSBA for the last three superintendent hires.

Mrs. Neeley said no. She explained the first of those three was done locally. The second search was done entirely by TSBA, and then the third was done using the services of TSBA only for advertising the position and the chair handled all of the resumes sent to a local post office box.

Mr. Forsee made an observation that the board should further define the motion by saying that they would go with Plan 1 of TSBA's proposal. Mr. Brown asked if that could be discussed in a separate motion. **Mr. Forsee wanted to amend the motion made by Mr. Brown. The chair clarified that there was a motion and second on the floor and that was all that was to be considered at this point. She**

added that her intent was that if the board were to approve this motion, then there would be an additional motion to approve a plan option. She noted that Mr. Forsee’s motion to amend needed a second and if there was no second, the motion would fail. The motion to amend failed for lack of a second. The motion to use TSBA ‘s service to conduct the superintendent search carried with a vote of 8-0.

The Chair then reviewed Plan 1 and Plan 2 as outlined in the TSBA search service brochure (see information in October 20, 2020 board meeting file). She noted that Plan 2 doesn’t preclude the board from making search criteria suggestions and takes the temperature of the community and what the employees are looking for by garnering their input. **Mr. Brown moved to accept Plan 2 in the TSBA proposal. His motion was seconded by Dr. Anderson.**

Glenn Forsee – “My observation is that we had very extensive time with the community before and have criteria that we established seven years ago in our hands. We have the temperature from then of the criteria. Plan 1 would serve us well and Plan 2 would add to the process.”

Mrs. Neeley said she liked Plan 2, noting “a lot of time has gone by since the criteria was created. I think we need to talk to people in the trenches. We have a lot going on in schools right now. What do they need? What kind of leader are they looking for? A lot of the voices that we don’t hear from are the ones on the ground working every day.”

Mr. Brown said the most important decision the board makes is to determine who is superintendent.

Mr. Cook didn’t think the board needed to get in a “tremendous rush” and should “let things play out as they will.” He agreed that Plan 2 gives the board more opportunity to gain more insight.

Brian Crews – “I’m trying to wrap my head around this...I had an expectation about the criteria that was not met that we would openly discuss the criteria, so your expectation that we would get feedback to design the posting...”

Diane Neely – “It would play into it. They would bring back to the board what the stakeholders would like but everyone on this board would have the opportunity to craft what we want it to say.”

Brian Crews – “So, TSBA has to design this based on our criteria and desires and bring back in a meeting to approve before we can make that posting.” Mrs. Neeley answered “yes”.

Mr. Forsee reiterated his feelings by saying, “we have a good foundation to work from based on last criteria, from what we have gone through in the past.”

The board then voted on Mr. Brown’s motion to go with Plan 2, which had been seconded by Dr. Anderson. The motion carried by a vote of 7-2, with Mr. Forsee and Mr. Crews voting against.

Revision – Policy 6.317 – SDHA

The Chairwoman explained this revision (see document in October 20, 2020 board meeting file) had been deferred from last month. Superintendent Embry added that due to questions last month, the revision is being brought back with clarification and if there were any questions he or Mr. Bennett would be happy to answer and they recommended approval. **The revision to Policy 6.317 was approved by a vote of 8-0, upon the motion and second of Mr. Brown and Mr. Cook.**

Revision – Policy 6.319 – Alternative Education

This revision (see document in October 20, 2020 board meeting file) was also deferred from last month. The General Assembly recently passed Public Chapter 603, which clarifies that students who commit zero tolerance offenses are not required to be placed in alternative schools or programs. Additionally, the State Board of Education recently approved a regulation clarifying the difference between alternative schools and programs as well as the reasons that may justify removing a student from an alternative school or program. The revision also encompasses clarification on what grades our local alternative school and programs serve. Superintendent Embry recommended the revision for approval. **The revision to Policy 6.319 was approved by a vote of 8-0, upon the motion of Mr. Brown, seconded by Mr. Cook.**

LEA Reopening and Programmatic Grant – New

Superintendent Embry explained that this is a new grant (see document in October 20, 2020 board meeting file) for \$125k with limited uses. It will be used to purchase the laptops that Mrs. Scoggins mentioned in an earlier presentation. He recommended acceptance of the grant. **Mr. Reed moved to accept the grant. His motion was seconded by Mr. Crews and passed by a vote of 8-0.**

CTE Perkins Basic Grant – Amendment #1

The amendment to CTE Perkins Grant (see document in October 20, 2020 board meeting file) is shifting money from travel to instructional supplies to purchase more materials. **The amendment was approved unanimously, upon the motion and second of Forsee and Cashion.**

Elementary and Secondary School Emergency Relief (ESSER) – Revision 3 & 4

Two revisions for ESSER (see documents in October 20, 2020 board meeting file) came in this month. The first revision (#3) is shifting \$100.00 from staff development to equipment. **Revision 3 was approved by a vote of 8-0, upon the motion and second of Anderson and Forsee.**

Revision #4 is transferring \$4,700 from transportation to textbooks. **This revision was approved by a vote of 8-0, upon the motion and second of Forsee and Cashion.**

Federal Carryover Amendments

There were nine carryover amendments (see documents in October 20, 2020 board meeting file) for the various federal programs. **Mr. Crews moved to group the amendments to vote on as a whole. His motion was seconded by Mr. Brown and passed by a vote of 8-0.** Superintendent Embry explained that these are all carryover amendments and listed them for the record (Consolidated Admin Pool, Title I-A, Title I-D LEA, Title II-A, Title III, Title V, IDEA, Part B, IDEA Preschool). These amendments are for the monies that are being carried over from the previous year and have already been approved by the state for carryover. **The federal carryover amendments were accepted unanimously, upon the motion and second of Mr. Forsee and Mr. Crews.**

Architect Contract

Chairwoman Neeley – “The board can choose to accept the recommendations of counsel regarding the architect contract. If that passes, second would be to allow counsel to move forward on the board’s behalf to address with those on the county side to try and draw this to a conclusion.”

Dr. Anderson moved to accept the changes recommended by the board’s legal counsel to the architect contract. Mr. Brown seconded her motion.

Mr. Cook said he didn’t understand why the contract was not updated before it was brought back to the board. Diane Neeley – “We have not accepted the recommendations he made to us. That is the motion on the floor.” She explained this was needed in order to move forward.

Michael Cook – “So what does this hold up?”

Diane Neeley – “It holds up the building of the wing at Community. We can’t move forward without the architect contract. This is the one that was presented at the end of July, crafted by the county side and presented to Mr. Davis to sign.” Mr. Forsee clarified that since that time Mr. Davis had met with the county and this is more of an August version, as far as the timeline.

Mr. Forsee then moved to amend the motion on the floor that on Page 3, Section 1.1.7 – where it says the Owner identifies the following representative..., he noted that one of the pressing questions has been the clarification of the owner. He went on to say that as the owner, the BOE has the right to identify the representative. He added to his motion that he wanted to strike the entire section 1.1.7 regarding the construction oversight manager and replace it with a Board of Education representative. Mr. Forsee’s motion was seconded by Mr. Reed. The Chair said the Board needed to closeout this amendment. Those in favor of amending the main motion to clarify that Section 1.1.7, with regard to construction oversight manager, be stricken and replaced to say “a Board of Education representative” were asked to say “aye”. The amendment passed with a vote of 7-1, with Mr. Cook voting “no”.

Discussion then returned to the main motion. Mr. Cook asked about monetary amounts not being included in the contract. The Chair said the Board does have budgets for this project. Part of the process is that the Board cannot get bids until they have an architect contract in place. There are still a few more hurdles before the board could start that process. The finance committee has approved for the board to work to hire an architect. The commission hasn’t approved the project.

Mr. Cook referenced a projected timeline submitted to the board some time ago on the Community project. Then he asked did anyone know what the costs on Learning Way are? Mrs. Neeley said those costs were known and that Mr. Cagle has been forwarded the estimates of what we have. Diane Neeley – “Until we let it for bid...it may come back that we choose not to move forward.” Mr. Cook said he would feel better with some prices. Mrs. Neeley – “We won’t have hard numbers until we bid it.”

Brian Crews – “I think our attention on this contract has been divided. Where we are as a board right now, making such critical decisions going with TSBA and knowing we have a superintendent search about to get underway, the commitment that will be for all of us... and the uncertainty of this pandemic Too, we have a lot of work ahead of us. The focus needs to be more on that right now. One

other...certainly the cost has not gone down. It has skyrocketed. At a time when we have lost students out of the classroom...”.

Mr. Forsee said he would like to make a note to Mr. Crew’s comments, namely the money that funds the building program is a separate pool of money.

David Brown– “I don’t think 235 is a lot of students. We are going to move through this. Community is just as overcrowded and will get worse. They need the wing now. They needed it two years ago. That is what any superintendent is going to come in and see. We have got the land. Why should we not move forward?”

Brian Crews – “Two years ago we were talking about the dire need for an elementary school and got the Community wing. I am saying we need to have opportunity for the superintendent to come in here and do a rezoning and see where the immediate needs are.”

David Brown – “I don’t think zoning is going to affect Unionville. Are you going to send to Cascade?”

Brian Crews – “There is room there, isn’t it?” David Brown – “Yes.” Brian Crews – “Okay.”

Glenn Forsee – “We need to move on this project. Should we as a board decide, we can stop this at any time moving forward. This says we are gleaning more information to make a clear decision. We know what we need and where we need it. It will come back more clearly defined. We have had this before us since March meeting. It’s gone through a lot of handling. Now it is back in our hands, with our attorney, to move to a more, clear point. We are not moving dirt. This gives us more direction to glean info and move forward with greater clarity.”

Dan Reed – “Mrs. Chairman, I think instead of saying an addition, it is finishing this school. Let’s finish this school.” It was pointed out that a wing was cut off at Community due to financial constraints.

Brian Crews – “Are we not under constraints with 200 students down?”

The Chairwoman clarified that the motion before the board is to accept the recommendations from counsel with amendment made by Mr. Forsee. There was a general consensus to use a roll call vote. The vote was as follows:

David Brown – Yes

Brian Crews – No

Dan Reed – Yes

Diane Neeley – Yes

Michael Cook – No

Dr. Andrea Anderson – Yes

Nicole Cashion – No

Glenn Forsee - Yes

Motion carried.

A motion was then made by Mr. Forsee and seconded by Mr. Reed to authorize counsel to craft the document and move forward with those on the county side. A roll call vote was taken with results as follows:

David Brown – Yes

Brian Crews – No

Dan Reed – Yes

Diane Neeley – Yes

Michael Cook – No

Dr. Andrea Anderson – Yes

Nicole Cashion – No

Glenn Forsee – Yes

Motion carried.

August Monthly Financial Report (Child Nutrition)

Since the child nutrition information was not available for the August monthly financial report, **the board accepted the child nutrition financial for August (see document in October 20, 2020 board meeting file) by a vote of 8-0, upon the motion of Mr. Cook, seconded by Mrs. Cashion.**

September Monthly Financial Report

County Finance Director Robert Daniel reviewed the September monthly financial report (see document in October 20, 2020 board meeting file), noting there was nothing unusual to report. **The September monthly financial was accepted unanimously, upon the motion and second of Brown and Anderson.**

Quarterly Financial Report

The Quarterly Financial Report (see document in October 20, 2020 board meeting file) contained the same information as the September report but will be forwarded to county finance for approval. **Mr. Cook moved to accept the quarterly report and to recommend to the county finance committee. His motion was seconded by Mrs. Cashion.** Mr. Cook asked if 20% on expenditures is normal at this point. Mr. Daniel said yes, and actually is a little low, but “pretty typical”. **The motion passed with a vote of 8-0.**

Budget Amendment #1

Mr. Daniel reviewed Budget Amendment #1 (see document in October 20, 2020 board meeting file) by going through grants on Page 1 and adjustments/carryovers on Page 2. **Dr. Anderson moved to approve Budget Amendment #1 for recommendation to county finance. Her motion was seconded by**

Mr. Cook. Mr. Daniel also noted that small items in child nutrition and SACP are adjusting the fund balance for the audit. **Dr. Anderson’s motion passed by a vote of 8-0.**

REPORT ITEMS

Monthly Tax Analysis

Mr. Daniel reviewed the monthly tax analysis (see document in October 20, 2020 board meeting file). He noted that property tax is ahead 93k of last year, and cautioned not to consider that a trend. Clerk and master was down, and sales tax is ahead by 110k which he attributed in part, to internet sales which are “way up”.

Executive Committee Report

Chairwoman Neeley reported on several upcoming dates of import as follows:

- Teacher conferences by phone or virtually – October 22
- No School – October 23 & 26
- No School/Staff Development on Election Day – November 3
- TSBA Virtual Delegate Assembly – October 27 from 11am to 12pm
- TSBA Virtual Awards Ceremony – November 12
- Next board meeting (in central office @ 5:30 p.m.) – November 17

Superintendent’s Report

The superintendent said almost everything he would normally report had already been covered during the meeting.

OTHER BUSINESS

Acknowledge Special Programs & Achievements

The Chair thanked the faculty, staff and administration...everyone involved for the phenomenal job during the pandemic.

Don Embry – “We are watching our numbers daily with students and employees. Our numbers testing positive are staying pretty level. Numbers being quarantined are going up. That could be due to several factors...they could have been in a large group. We are watching numbers right now and hopefully the long weekend (fall break) will help us out.”

Mr. Crews asked if the number of quarantined would ever influence if a school were shut down. The Superintendent explained that it depends not so much on the number of students quarantined, but the number of staff and being able to supervise and provide instruction. He also said the number of positive cases are definitely a factor but there is not a set number for shutting down a school. Mr. Cook asked how it is going with students who arrive with a temperature. The Superintendent said he didn’t think that has been an issue at all.

Dan Reed wished to congratulate the Community Viqueens volleyball team for winning their first district title and currently being 1-0 in the Class A Sectional.

ADJOURNMENT

The meeting was adjourned at approximately 6:45 p.m., on the motion of Mr. Forsee.

November 17, 2020

BEDFORD COUNTY BOARD OF EDUCATION

Minutes from November 9, 2020 Special Called Meeting

The Bedford County Board of Education met in a special called session on Monday, November 9, 2020 at approximately 5:00 p.m. in the central office building board room. Board members Neeley, Forsee, Anderson, Cook, Boutwell, Crews, and Brown attended the meeting in-person. Mrs. Cashion attended via phone. Mr. Reed was absent.

CONSENT AGENDA

The only item on the consent agenda was to approve the special called meeting agenda, which was **approved by acclamation, upon the motion and second of Mr. Forsee and Mr. Brown.**

ACTION ITEMS

Approval of Superintendent Search Criteria

Dr. Tammy Grissom, Executive Director of TSBA, reviewed with the board the results (see document in November 9, 2020 board meeting file) from their recent meetings with community and business leaders, staff, and stakeholders. A total of 92 participants attended the in-person meetings and a record-breaking 530 responses to the online survey were received. Dr. Grissom said it is rare to have a lot of attendees at any of the in-person meetings and with the ongoing pandemic, she felt the board had received an excellent response. After reviewing the survey results, she then reviewed the qualifications, based on policy, and noted that if the board wished to change any of these, they would need to change their board policy. Dr. Grissom then reviewed the rankings of the 21 characteristics that survey takers indicated they wished to see in a superintendent.

Mr. Forsee moved to accept the search criteria as presented to the Board. His motion was seconded by Mr. Brown.

Mr. Forsee asked if the criteria was based on the last search conducted by TSBA. Dr. Grissom said she hadn't looked at that and the criteria is based on the survey results which were just conducted. The criteria is listed in the search brochure and when the search is conducted they will look for candidates that match the criteria. Chairwoman Neeley noted that no one person will meet all of the criteria, so TSBA will select 3 to 5 candidates that closely match and if none are found, the Board could take a step back. Dr. Grissom said she could bring finalists selected by the steering committee and the Board might not like any of them.

Mr. Crews wanted to make sure the survey corresponded to the board's policy on qualifications. Dr. Grissom suggested that board members take a few moments to read through the comments from

survey takers. Mr. Boutwell asked if these results line up to what Dr. Grissom sees in other searches and she indicated they were much the same.

Mr. Crews again said he wanted to make sure the survey met the criteria in the policy. The Chairwoman said she didn't want to rush this part so several moments went by as board members reviewed the survey results and commentary. The criteria on Page 17 was reviewed. Dr. Grissom noted there seemed to be a great deal of concern about anonymity with the online survey, with some employees actually printing the survey off and bringing to the in-person meetings. The link to the TSBA survey was on the school system website for stakeholders and staff to be able to access the link with ease. Mr. Brown asked if this was unusual to have such fears about anonymity and Mr. Boutwell said it was a "trust issue". Mrs. Neeley said she had the board secretary pull the criteria from the previous search conducted by TSBA and this lines up very similar, with a common thread.

Mr. Boutwell asked about the timeline and if it was fairly aggressive. Dr. Grissom said the timeline was up to the board, but noted that in Arlington they only advertised for two weeks. She added that everyone in the state that would be interested already knows of Mr. Embry's retirement and that once this brochure is sent out, with one click it goes to the entire country and all their list serves. The Chairwoman noted that the timeline is the second piece for discussion and the board needed to address the matter at hand first. **Mr. Forsee called for the question and with none objecting, the board voted 8-0 in support of the criteria as presented.**

Approval of Superintendent Search Timeline

Dr. Grissom said she had created the timeline on Page 3 and reviewed with the Board. **Mr. Boutwell moved to accept the timeline as presented. His motion was seconded by Mr. Forsee.**

Mr. Boutwell asked about the contract, which Dr. Grissom suggested would need to be talked about soon. She added she would need a salary range and the Chairwoman said the board could decide this at the next board meeting on November 17.

Dates were reviewed and discussed. Mr. Crews had a problem with the timeline, saying "there was no flexibility". He said he felt that if any board member missed one interview then they should be out of the process. He said he felt the board needed to step back because if they restrict themselves they might discourage some applicants.

Mr. Boutwell asked about flexibility and the Chairwoman noted that if the board extends the timeline they will have to look at finding an interim. Diane Neeley – "By virtue of our policy, anyone who is interim cannot be considered a candidate. That is one reason we had this tighter timeline." She added that deciding who would be interim and if the board would want to change the policy adds layers to the process.

Mr. Cook responded that for him personally, "just because of the interim, we shouldn't rush the process." He then said he thought the date for the new superintendent to start should be extended from January 1, 2021 to April 5, 2021. Mr. Crews had an issue with what he felt was restrictive language in the brochure that said "assume the role" and was concerned that the candidate might not be available. Dr. Grissom said all this was done for discussion purposes only as a starting point.

There was discussion about whether every board member attended all the interviews and the interviews were videotaped so that they could be reviewed by those who wished. Mr. Crews said he did not care if they were filmed or not. There was a consensus that all board members had attended each day of meetings and interviews with candidates in the prior TSBA search.

Dr. Grissom suggested the board work backwards on the timeline to come up with what would work best for them. Mr. Crews said he felt April 5 was much more realistic and wanted to change the limiting language that the person has to assume the role on that date. He added that this was a professional position and he would want for people to have time to think about it and pray about it. He was also concerned that the board would not have enough time to do their due diligence checking references.

Michael Cook – “If you knew who it would be, it would be realistic, but if you are going to open it up and legitimately advertise...” Dr. Grissom said that whatever date the board posts at the deadline for applications, the applicants will wait until right before that date to apply because once they apply it becomes a public record.

Chairwoman Neeley said April 5 was personally too far out for her. She said there are a large number of faculty and staff who want to know who their next leader is and there is fear out there and an issue of people leaving the system. Mr. Crews and Mr. Cook both said “that is going to happen” and Mr. Boutwell added, “that is just life”. Mr. Brown felt that with the holidays and the pandemic, that the timeline was “a little aggressive”.

The dates were discussed on the timeline. Mr. Crews said again that he wanted the language about “assuming the role” taken out. It was decided that the start date for the new superintendent would be March 1, 2021. Dr. Grissom will present three to five finalists on January 19 to be interviewed. Mr. Crews asked if the interviews had to be in an open meeting and was told the interviews must be open to the public. The dates for interviewing the candidates, the second phase of consideration and to offer the contract were left to be determined depending on the number of candidates. The appointment would then be announced on February 16, 2021.

Mr. Forsee noted this timeline would require the board to have an interim for sixty days. Dr. Anderson said the board would have to decide whether to change the policy first and then would have until December 31 to find an interim. Glenn Forsee – “We are adding a major component.”

Dr. Anderson noted that a motion to amend the motion was needed to say instead of January 1 end date, it will be March 1. She also noted that this is a flexible, working timeline that can be adjusted if needed. Mr. Cook seconded the motion to amend the main motion, which carried by a vote of 8-0. The main motion to approve the timeline (as amended) then carried by a vote of 8-0.

ADJOURNMENT

The meeting was adjourned at approximately 6:00 p.m., on the motion of Mr. Forsee.



2020 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.

LEAs must complete this report and, if applicable, the corrective action form, and submit it to the department by **November 30, 2020**. During completion, each LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department verifies and monitors LEA compliance via multiple data sources (e.g., Education Information System, internal program managers), and will consider those sources when making final decisions regarding an LEA's compliance status. Beginning school year 2020-21, the department is formally reinstating LEA approval classifications as outlined in SBE Rule [0520-01-02-.01](#). 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: Bedford County Schools

Director of Schools/Superintendent Name: Don Embry

Director of Schools/Superintendent Signature:

School Board Chair Name:

Diane Neeley

School Board Chair Signature:

Date of School Board Approval:

UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 30, 2020
(including the corresponding corrective action plan if applicable)
Upload instructions are accessible [here](#).

Comparability Method

Bedford County (020) Public District - FY 2021 - Comparability - Rev 0

Comparability Method

- 1) 110% Student/Staff Ratio for Non-Title I Schools
- 2) 110% Student/Staff Ratio for Non-Title I Schools Within Grade Span
- 3) 110% Student/Staff Ratio for Title I Schools
- 4) 110% Student/Staff Ratio for Title I Schools Within Grade Span

School Name	Grade Span	Service Type	1) 110% Student/Staff Ratio for Non-Title I Schools			2) 110% Student/Staff Ratio for Non-Title I Schools Within Grade Span			3) 110% Student/Staff Ratio for Title I Schools			4) 110% Student/Staff Ratio for Title I Schools Within Grade Span		
			Test Value	Actual Value	Test Result	Test Value	Actual Value	Test Result	Test Value	Actual Value	Test Result	Test Value	Actual Value	Test Result
Summary			Passing Schools: 6 / 7			Passing Schools: 5 / 7			Passing Schools: 6 / 7			Passing Schools: 7 / 7		
Cascade Elementary	PK-5	None	18.22	15.34	N/A	16.55	15.34	N/A	17.31	15.34	N/A	15.80	15.34	N/A
Cascade High School	9-12	None	18.22	14.61	N/A	19.51	14.61	N/A	17.31	14.61	N/A	N/A	14.61	N/A
Cascade Middle School	6-8	None	18.22	14.23	N/A	16.58	14.23	N/A	17.31	14.23	N/A	23.07	14.23	N/A
Community Elementary School	PK-5	SW	18.22	14.66	Passed	16.55	14.66	Passed	17.31	14.66	Passed	15.80	14.66	Passed
Community High	9-12	None	18.22	18.16	N/A	19.51	18.16	N/A	17.31	18.16	N/A	N/A	18.16	N/A

School														
Community Middle School	6-8	None	18.22	15.92	N/A	16.58	15.92	N/A	17.31	15.92	N/A	23.07	15.92	N/A
Eakin Elementary	PK-5	SW	18.22	14.10	Passed	16.55	14.10	Passed	17.31	14.10	Passed	15.80	14.10	Passed
East Side Elementary	PK-5	SW	18.22	14.07	Passed	16.55	14.07	Passed	17.31	14.07	Passed	15.80	14.07	Passed
Harris Middle School	6-8	SW	18.22	20.97	Failed	16.58	20.97	Failed	17.31	20.97	Failed	23.07	20.97	Passed
Learning Way Elementary	PK-5	SW	18.22	14.47	Passed	16.55	14.47	Passed	17.31	14.47	Passed	15.80	14.47	Passed
Liberty Elementary	PK-8	SW	18.22	14.98	Passed	N/A	14.98	Failed	17.31	14.98	Passed	16.47	14.98	Passed
Shelbyville Central High School	9-12	None	18.22	18.99	N/A	19.51	18.99	N/A	17.31	18.99	N/A	N/A	18.99	N/A
South Side Elementary	PK-5	SW	18.22	14.50	Passed	16.55	14.50	Passed	17.31	14.50	Passed	15.80	14.50	Passed
Thomas Magnet Elementary School	PK-5	None	18.22	14.58	N/A	16.55	14.58	N/A	17.31	14.58	N/A	15.80	14.58	N/A

This Agreement between the Bedford County School District hereinafter called "School District," and the Tennessee School Boards Association, Nashville, Tennessee, hereinafter called "TSBA," provides as follows:

I. PURPOSE

TSBA agrees to perform the services enumerated in Article II-B of this Agreement for the purpose of assisting School District in conducting a search for a superintendent of schools

In consideration for TSBA's services, School District agrees to perform the duties enumerated in Article II-A and make payment according to Article III.

II. SERVICES

A. School District shall:

1. Adopt and adhere to the timeline and procedures for conducting the search as proposed by TSBA and modified by the Board of Education.
2. Schedule community meetings.
3. Provide TSBA with any information and documents necessary to conduct and complete the search in a timely manner.

B. TSBA shall:

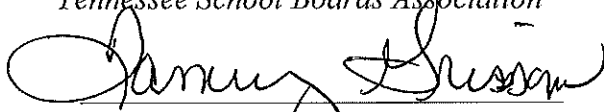
1. Consult with the school district and make recommendations as to timeline and procedures to complete the search.

2. Conduct community meetings scheduled by the school district.
3. Provide an interim report and recommendations as to the adoption of criteria.
4. Develop a brochure and post the notice as directed by the school district.
5. Process credentials, check references and screen candidates.
6. Prepare and submit a final report and recommendation of candidates to the board.
7. Schedule candidates for interviews by the board and assist the board in preparing interview questions.
8. Review proposed contracts for successful candidate.

III. Fees/Fee Payment Schedule

In consideration of the services set forth in Section II-B of this agreement, School District shall pay to TSBA the fee of \$11,500 due upon presentation of final report.

Tennessee School Boards Association



Executive Director

11/2/2020

Date

Bedford County School District

School Board Chairman

Date

Instructional Update

11/19/2020

- 2020-2021 Enrollment: 8488 (as of 11/13/2020)
 - 2019 enrollment at this time: 8700
 - 2020-2021 Pre-K enrollment: 204
 - 2020-2021 Homeschool Enrollment
 - Homeschool – 257 (This is the number of students that have withdrawn to homeschool since 8/03/20)
- School Updates
 - SCHS and HMS are virtual until Thanksgiving break and will return to school on 11/30/2020.
- VLP
 - We had 70 students return to brick and mortar school after the 1st 9 weeks.
 - The next date to leave the VLP and attend brick and mortar school will be after winter break on January 5, 2021.

School	Students
Cascade Elementary School	28
Cascade Middle School	38
Cascade High School	72
Community Elementary School	42
Community Middle School	45
Community High School	88
Eakin Elementary School	57
East Side Elementary School	36
Harris Middle School	181
Learning Way Elementary School	63
Liberty School	101
Shelbyville Central High School	434
Southside Elementary School	26
Thomas Magnet School	14
TOTAL:	1,225



TENNESSEE

POLITICS & POLICY

TENNESSEE DEPARTMENT OF EDUCATION

STATEHOUSE POLICY AND POLITICS

School enrollment has dropped by 33,000 students across Tennessee amid pandemic

By Laura Faith Kebede and Marta W. Aldrich | Nov 10, 2020, 7:09pm CST



Student enrollment declined about 3.5% across Tennessee, based on early statewide data for the 2020-21 school year. | Max Gersh / The Commercial Appeal

About 33,000 fewer students enrolled in Tennessee public schools this year, down nearly 3.5% from last year and mirroring national trends amid the pandemic.

The vast majority of the state's 147 school systems saw unusually large declines during the first 20 days of the academic year, according to a Chalkbeat analysis of statewide enrollment data. Only 15 districts had more students than last year.

By contrast, Tennessee's student population grew by about 4% last school year.

Where are this year's missing students?

Education Commissioner Penny Schwinn believes some families opted to home-school their children. Others likely enrolled their kids in private schools, she said, especially in Memphis and Nashville, where districts started the school year completely online. But the biggest decline was in kindergarten enrollment.

"A number of parents just decided to wait a year and then put their students in kindergarten next year. That's especially those students who just turned 5 very, very early — the spring babies, so to speak," Schwinn said Tuesday.

The department did not provide a grade-level breakdown of enrollment numbers or details about enrollment in home schools or private schools. But Schwinn said the state's webpage with home-schooling information was the third-most visited site at one point this year.

Nationwide, declines in enrollment were expected as American schooling underwent its biggest disruption in a century. Early numbers show that kindergarten classrooms have taken a huge hit. In many districts, one in 10 kindergartners didn't show up.

That trend continued in Tennessee, where the early statewide numbers were eagerly anticipated. Enrollment during the first 20 days of an

academic year is considered an important benchmark in projecting needs and resources for funding and staffing. Districts submit enrollment numbers to the state several times a year and the first report is usually the lowest.

(To see your district's enrollment, scroll to the bottom to find our searchable, sortable list.)

The state's total student population was 935,376, based on the early data. All four urban school systems saw significant declines.

Shelby County Schools had 3,800 fewer students than last year — a nearly 4% drop — although enrollment has increased in recent weeks as Memphis students prepare to return to school buildings this January.

Metropolitan Nashville Public Schools lost about 3,800 students, or 5%. Knox County had 2,500 fewer students, a 4% decrease, while Hamilton County lost about 950 students, or 2%. The latter two districts offered both in-person and online learning options.

Even school systems that grow perennially and open new schools annually shrunk in size this year, most notably in counties bordering fast-growing Nashville. Williamson County Schools' enrollment declined by almost 4%, while districts in both Rutherford and Wilson counties dipped by nearly 3%.

The state's own school system for struggling schools, the Achievement School District, lost a whopping 15% of its students, accelerating a four-year decline. Nearly all of the state-run district's students in Memphis and Nashville started the year completely online, though a few schools gave parents the option to send their children into school buildings.

The losses affected rural areas too.

Richard City, a one-school district in southeast Tennessee, saw the state's largest percentage drop: 27% fewer students.

Superintendent Beth Webb attributed the decline to starting the school year online and on time in early August, while nearby districts pushed their start dates until after Labor Day and offered an in-person option. Richard City's return last month to in-person instruction lasted only a week.

"I just didn't have enough faculty and substitutes to keep it going," Webb said. Some middle and high school teachers contracted COVID-19 and some had to quarantine because a family member got sick, leaving the small school with few options to fill the gaps.

"It's one headache after another," she said.

Despite the pandemic, 15 school systems started the school year with more students than last year.

Robertson County Schools, north of Nashville, was the largest district in that category, swelling its enrollment by 13%.

Two small districts in suburban Shelby County also saw increases. Arlington bumped up almost 1%, while Lakeland boosted its numbers by about 2.5%.

Look up how your local district fared in the table below.

Tennessee district enrollment in first 20 days

Display 10 rows

Search:

STATE	935,376	-3.5%
-------	---------	-------

SHELBY COUNTY	99,290	-3.7%
DAVIDSON COUNTY	76,859	-4.8%
KNOX COUNTY	56,974	-4.2%
RUTHERFORD COUNTY	44,807	-3.0%
HAMILTON COUNTY	42,832	-2.1%
WILLIAMSON COUNTY	38,991	-3.9%
MONTGOMERY COUNTY	35,547	-0.3%
SUMNER COUNTY	28,571	-3.1%
WILSON COUNTY	18,047	-2.8%

Showing 1 to 10 of 144 rows

Previous 1 2 3 4 5 ... 15

Data reported by districts as of Oct. 30, 2020. |
Tennessee Department of Education

Email

Chalkbeat Tennessee

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Cascade Middle School

November 12, 2020

Mr. Don Embry, Superintendent

And Board Members of the Bedford County Dept. Of Education

500 Madison Street

Shelbyville, TN 37160

Re: James Franklin Cotham

Dear Board Members of the Bedford County Dept. Of Education:

With the inception of Cascade High School in the fall of 1972, Coach Cotham was an integral part of the formation and unification of Wartrace and Bell Buckle High School into the new Cascade School. He was a very instrumental factor in the overall athletic program's smooth transition. His insight and leadership were very important at this critical time in the school's history.

At various times during his coaching career, he coached both Middle School and High School teams, and on occasion, both boys' and girls' squads. He coached his teams to not only be competitive, but to be students of good character and to represent their school and community with honor. He was also a very good classroom teacher that required his students to reach for a high academic level.

Coach Cotham was the only Cascade High School's Boys Basketball coach from 1972 until 1989, a total of 17 years. This is a long tenure for a high school basketball coach at the same school, and it is a testament to the quality of his work, his commitment, and respect of the Cascade Community for him. He remained at Cascade, after his coaching career, until his retirement from teaching.

Because of his professionalism, dedication, moral standards, and longevity to Cascade High School and particularly, its Basketball program, I think that it would be a "Fitting Tribute" to his memory to dedicate the Cascade Middle School gymnasium floor to Coach James Cotham. I would whole heartily recommend such a resolution by the board.

Sincerely,

A handwritten signature in black ink, appearing to read 'David Parker', written over a white background.

David Parker

Principal Cascade Middle School



Bedford County Department of Education

500 Madison Street
Shelbyville, Tennessee 37160-3391
Telephone: 931-684-3284 Fax: 931-684-3289

MEMORANDUM

TO: Board Members

FROM: Don Embry, Superintendent of Schools

DATE: November 11, 2020

We need approval for (2) assistants at Liberty to do extra bus duty to be in compliance with the BCS MOU. These assistants will be working an additional 6.5 hours per week. Liberty has (2) buses that come from SCHS that delays the release of all students. This creates a longer timeframe for student dismissal.

DE:ds

AVERAGE EDUCATION SALARIES FOR 2018-19

TDOE South Central District Comparison

SYSTEM	Licensed Educator	Instruction Personnel	Classroom Teacher	Principal	Superintendent
BEDFORD	50,774	50,576	48,884	80,609	111,180
COFFEE	50,297	49,864	47,702	73,673	123,344
FAYETTEVILLE	55,392	54,832	50,528	84,250	121,702
FRANKLIN	51,202	50,879	48,912	79,060	111,539
GILES	49,245	48,770	46,689	78,705	110,040
HICKMAN	48,328	47,969	45,547	75,838	104,000
LAWRENCE	51,732	51,331	49,116	79,117	125,214
LEWIS	50,600	50,029	47,737	73,614	128,000
LINCOLN	51,952	51,319	48,977	83,833	141,348
MANCHESTER	54,744	53,829	51,726	75,548	122,040
MARSHALL	52,876	52,647	50,417	80,927	120,993
MAURY	52,399	52,130	49,812	91,007	180,000
MOORE	53,420	52,592	50,289	77,922	94,030
PERRY	51,901	51,160	48,162	69,577	109,450
TULLAHOMA	55,578	54,992	52,685	90,983	158,500
WAYNE	49,519	49,275	47,320	69,615	101,127
STATE AVERAGE	53,974	53,654	50,998	88,338	121,507

Licensed educators – includes all personnel in a district with an educator’s license.

Instructional personnel – includes all classroom teachers but also positions such as librarians, guidance counselors, and principals.

Classroom teachers – includes only those positions who are in a classroom (e.g. Prek-12, art, music, foreign language)



TN STATEWIDE SUPERINTENDENT CONTRACT INFORMATION

2019-2020

Average Years of Experience as Superintendent Overall – 6.02 years

Average Years of Experience as Superintendent in Current District – 5.06 years

Average Length of Current Contract – 3.33 years

Average Base Salary – \$122,362

Median Base Salary – \$113,000

Number of Students in District	Average Base Salary	Median Base Salary
25,000 +	\$224,286	\$220,000
10,000 – 24,999	\$146,695	\$143,390
2,500 – 9,999	\$125,661	\$120,000
700 – 2,499	\$101,345	\$97,500
Less than 700	\$89,806	\$95,000

This information comes from self-reported survey data, and does not include every district in TN. Data from 134 districts is included.

Additional information can be retrieved upon request by contacting the TOSS office.

DIVERSITY DATA:

Female Superintendents – 38

African American Superintendents – 11



EAST TN SUPERINTENDENT CONTRACT INFORMATION

2019-2020

Average Years of Experience as Superintendent Overall – 6.50 years

Average Years of Experience as Superintendent in Current District – 5.13 years

Average Length of Current Contract – 3.28 years

Average Base Salary – \$122,903

Median Base Salary – \$115,000

Number of Students in District	Average Base Salary	Median Base Salary
25,000 +	\$214,000	\$214,000
10,000 – 24,999	\$150,306	\$150,000
2,500 – 9,999	\$127,786	\$122,500
700 – 2,499	\$99,366	\$99,500
Less than 700	\$81,466	\$80,000



MIDDLE TN SUPERINTENDENT CONTRACT INFORMATION

2019-2020

Average Years of Experience as Superintendent Overall – 5.67 years

Average Years of Experience as Superintendent in Current District – 4.84 years

Average Length of Current Contract – 3.33 years

Average Base Salary – \$122,120

Median Base Salary – \$110,254

Number of Students in District	Average Base Salary	Median Base Salary
25,000 +	\$214,250	\$209,500
10,000 – 24,999	\$149,813	\$155,500
2,500 – 9,999	\$117,709	\$114,000
700 – 2,499	\$97,188	\$90,000
Less than 700	\$105,000	\$105,000



WEST TN SUPERINTENDENT CONTRACT INFORMATION

2019-2020

Average Years of Experience as Superintendent Overall – 5.82 years

Average Years of Experience as Superintendent in Current District – 5.21 years

Average Length of Current Contract – 3.40 years

Average Base Salary – \$120,994

Median Base Salary – \$113,000

Number of Students in District	Average Base Salary	Median Base Salary
25,000 +	\$285,000	\$285,000
10,000 – 24,999	\$138,297	\$141,780
2,500 – 9,999	\$128,580	\$123,000
700 – 2,499	\$107,211	\$104,056
Less than 700	\$92,833	\$93,000

Bedford County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">School Superintendent Recruitment and Selection</h2>	Descriptor Code: 5.801	Issued Date: 08/16/16
		Rescinds: 5.801	Issued: 11/29/01

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

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

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

- 11 1. A job description;
- 12 2. A timeline;
- 13 3. A process for accepting and reviewing applications; and
- 14 4. Selection procedures which shall include, but not be limited to, the following:³
 - 15 a. The Board may invite the community, including board employees, to participate in the
 - 16 process of selecting a superintendent. Resumes of persons interviewed by the Board shall
 - 17 be available in the central office for public inspection.
 - 18 b. The interview process for each finalist shall include meetings with various staff and
 - 19 community groups and an interview with the entire board.
 - 20 c. Candidates shall be interviewed by the Board in an open session. Only board members will
 - 21 be allowed to ask questions during the interview.
 - 22 d. The Board shall attempt to select a director by unanimous vote, but a simple majority vote
 - 23 of the membership of the board shall be required for the appointment of a superintendent.

Legal References

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

Cross References



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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - CTE Perkins Basic - Rev 2 - CTE Perkins Basic

Go To

Indirect Cost	
Total Contributing to Indirect Cost	\$89,645.64
Indirect Cost Rate	2.26%
Maximum Allowed for Indirect Cost	\$1,981.21

Filter by Location:
[Show Unbudgeted Categories](#)

Schuler, Lori

Production

Session Timeout	Item Number				
00:29:52	189	Clerical Personnel	0.00		6,000.00
	189PD	189PD - Other Salaries & Wages (PD)		9,000.00	9,000.00
	201	201 - Social Security	0.00	558.00	372.00
	204	204 - State Retirement	0.00	924.30	248.40
	212	212 - Employer Medicare	0.00	130.50	87.00
	336	336 - Maintenance & Repair Services - Equipment	500.00		500.00
	355C	355C - Travel (CTSO)		9,225.47	9,225.47
	399	399 - Other Contracted Services	0.00	6,000.00	6,000.00
	429	429 - Instructional Supplies & Materials	34,598.97 +\$11,000.00		34,598.97 +\$11,000.00
	499	499 - Other Supplies and Materials	15,000.00 -\$5,000.00		0.00 -\$5,000.00
	524	524 - In-Service / Staff Development			3,000.00 -\$6,000.00
	524PD	524PD - In-Service / Staff Development (PD)		10,001.00	10,001.00
	730	730 - Vocational Instruction Equipment	50,481.72		50,481.72
	Total		100,580.69 +\$6,000.00	35,839.27	9,707.40 -\$6,000.00
					Adjusted Allocation
					Remaining
					146,127.36
					0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Elementary and Secondary School Emergency Relief (ESSER) - Rev 5 - Elementary and Secondary School Emergency Relief (ESSER)

Go To

Indirect Cost	
Total Contributing to Indirect Cost	\$747,074.90
Indirect Cost Rate	17.36%
Maximum Allowed for Indirect Cost	\$110,508.01

Filter by Location: All - \$1,689,353.92
[Show Unbudgeted Categories](#)

Schuler, Lori

Account Number 71100 - Regular Instruction Program 72210 - Support Services/Regular Instruction Program 72250 - Education Technology 72710 - Transportation Total

Production

Session Timeout
00:29:41

Item Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	72250 - Education Technology	72710 - Transportation	Total
146 - Bus Drivers				25,703.00	25,703.00
				-\$40,000.00	-\$40,000.00
189 - Other Salaries & Wages	0.00	175,400.00	0.00	0.00	175,400.00
201 - Social Security	0.00	15,572.00	0.00	3,720.00	19,292.00
204 - State Retirement	0.00	25,028.00	0.00	6,378.00	31,406.00
210 - Unemployment Compensation	0.00	200.00	0.00	125.00	325.00
212 - Employer Medicare	0.00	3,650.00	0.00	970.00	4,620.00
348 - Postal Charges		3,465.05	0.00	0.00	3,465.05
350 - Internet Connectivity			59,243.85		59,243.85
399 - Other Contracted Services	92,500.00	183,753.00	0.00	0.00	276,253.00
		-\$40,000.00			-\$40,000.00
425 - Gasoline				15,067.00	15,067.00
429 - Instructional Supplies & Materials	11,500.00				11,500.00
430 - Textbooks - Electronic	4,700.00				4,700.00
499 - Other Supplies and Materials	30,000.00	0.00	0.00	0.00	30,000.00
524 - In-Service / Staff Development		90,100.00	0.00	0.00	90,100.00
722 - Regular Instruction Equipment	939,379.02				939,379.02
	+\$80,000.00				+\$80,000.00
790 - Other Equipment		2,900.00	0.00		2,900.00
Total	1,078,079.02	500,068.05	59,243.85	51,963.00	1,689,353.92
	+\$80,000.00	-\$40,000.00		-\$40,000.00	
				Adjusted Allocation	1,689,353.92
				Remaining	0.00

Go To

BEDFORD COUNTY SCHOOLS

MONTHLY FINANCIAL REPORT

Month Ending October 31, 2020

2020-21

Presented to the Bedford County Board of Education

Mr. Don Embry, Superintendent

Mrs. Diane Neeley, Chairman

Mr. Robert Daniel, Director of Finance

BEDFORD COUNTY GENERAL PURPOSE SCHOOL FUND
MONTHLY FINANCIAL REPORT
October 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
40000 Local Taxes	12,576,970	1,946,276	10,630,694	15.47%	793,372
41000 Licenses & Permits	3,000	469	2,531	15.63%	210
43000 Chg. for Current Serv.	123,000	5,644	117,356	4.59%	4,067
44000 Other Local Revenues	139,000	26,252	112,748	18.89%	17,094
46500 State Ed. Funds	53,560,917	15,884,920	37,675,997	29.66%	5,300,758
46800 Other State Revenues	0	0	0	0.00%	0
47100 Fed. Funds Rec.-State	0	0	0	0.00%	0
47600 Direct Fed. Revenues	0	0	0	0.00%	0
49000 Other Sources(Non-Revenue)	8,000	27,350	(19,350)	341.87%	0
14100 TOTAL EST. REVENUES & OTHER	66,410,887	17,890,911	48,519,976	26.94%	6,115,500
30000 Unassigned Fund Balance	9,217,959				
Committed Fund Balance	8,290,293				
Assigned Fund Balance	0				
Restricted Fund Balance	109,822				
TOTAL AVAILABLE FUNDS	84,028,961				

BEDFORD COUNTY GENERAL PURPOSE SCHOOL FUND
MONTHLY FINANCIAL REPORT
October 2020

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Instruction					
71100 Regular Inst. Prog.	37,970,085	10,038,527	27,931,558	26.44%	2,857,926
71150 Alternative Inst. Prog.	701,847	136,346	565,501	19.43%	48,961
71200 Spec. Ed. Program	3,775,435	894,987	2,880,448	23.71%	285,809
71300 Voc. Ed. Program	1,551,620	392,180	1,159,440	25.28%	128,278
71900 Other	0	0	0	0.00%	0
Support Services					
72110 Attendance	117,415	39,572	77,843	33.70%	10,787
72120 Health Services	618,999	184,388	434,611	29.79%	67,303
72130 Other Student Support	1,812,977	671,327	1,141,650	37.03%	316,555
72210 Regular Instruction Staff	1,744,205	408,562	1,335,643	23.42%	117,047
72215 Alternative Instructional Staff	0	0	0	0.00%	0
72220 Special Education Instructional Staff	451,209	131,875	319,334	29.23%	39,097
72230 Vocational Instructional Staff	30,200	6,797	23,403	22.51%	2,266
72250 Technology	1,250,013	469,828	780,185	37.59%	98,932
72290 Other Programs	0	0	0	0.00%	0
72310 Board of Education	946,885	561,525	385,360	69.30%	40,793
72320 Office of Superintendent	757,943	139,508	618,435	18.41%	34,770
72410 Office of Principal	4,091,729	1,253,180	2,838,549	30.63%	343,656
72520 Human Services	275,934	70,384	205,550	25.51%	12,700
72610 Operation of Plant	6,540,003	1,978,925	4,561,078	30.26%	479,122
72620 Maintenance of Plant	2,529,912	904,977	1,624,935	35.77%	161,387
72710 Student Transportation	3,962,026	1,436,327	2,525,699	36.25%	218,679
72810 Central and Other	0	0	0	0.00%	0
Oper. of Non-Instructional Services					
73100 Food Service	54,022	34,531	19,491	63.92%	8,494
73300 Community Services	226,750	385	226,365	0.17%	385
73400 Early Childhood Education	702,356	173,225	529,131	24.66%	53,344
76100 Reg.Capital Outlay	2,708,915	109,078	2,599,837	4.03%	29,939
81300 Education Debt Service	0	0	0	0.00%	0
91300 Education Capital Projects	0	0	0	0.00%	0
99100 Operating Transfers	42,505	0	42,505	0.00%	0
TOTAL EXPENDITURES	72,862,985	20,036,436	52,826,549	27.50%	5,356,232
Less: Committed Fund Balance	4,687,457				
Restricted Fund Balance	74,822				
3% Fund Balance	2,104,622				
39000 Unassigned Fund Balance	4,299,075				

BEDFORD COUNTY FEDERAL PROJECTS FUND 142
MONTHLY FINANCIAL REPORT
October 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
47100 Fed. Funds Rec.-State	8,539,721	2,282,785	6,256,935	26.73%	1,410,680
14100 TOTAL EST. REVENUES & OTHER	8,539,721	2,282,785	6,256,935	26.73%	1,410,680
30000 Reserves and/or Fund Balances	0				
TOTAL AVAILABLE FUNDS	8,539,721				
	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Instruction					
71100 Regular Inst. Prog.	3,159,246	1,504,288	1,654,958	47.62%	161,306
71200 Spec. Ed. Program	1,634,940	278,407	1,356,533	17.03%	89,106
71300 Voc. Ed. Program	94,581	57,165	37,416	60.44%	14,907
Support Services					
72120 Health Services	2,500	150	2,350	6.00%	150
72130 Other Student Support	155,032	8,348	146,684	5.38%	1,023
72210 Regular Instruction Staff	2,420,022	517,115	1,902,907	21.37%	94,368
72220 Special Education Staff	557,493	98,773	458,721	17.72%	29,216
72230 Vocational Education Staff	15,707	2,336	13,372	14.87%	559
72250 Technology	59,244	59,244	0	100.00%	0
72710 Student Transportation	437,008	76,764	360,244	17.57%	24,806
Oper. of Non-Instructional Services					
73100 Food Service	3,948	500	3,448	12.66%	0
99100 Operating Transfers	0	0	0	0.00%	0
TOTAL EXPENDITURES	8,539,721	2,603,089	5,936,631	30.48%	415,442
39000 Reserves and/or Fund Balances	0				

BEDFORD COUNTY CHILD NUTRITION FUND 143
MONTHLY FINANCIAL REPORT
October 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
43000 Chg. for Current Serv.	300,000	20,520	279,480	6.84%	10,936
44000 Other Local Revenues	3,000	175	2,825	5.85%	36
47100 Fed. Funds Rec.-State	4,900,000	1,528,954	3,371,046	31.20%	1,528,954
49000 Other Sources(Non-Revenue)	0	0	C	0.00%	0
14100 TOTAL EST. REVENUES & OTHER	5,203,000	1,549,649	3,653,351	29.78%	1,539,926
30000 Reserves and/or Fund Balances	1,619,846				
TOTAL AVAILABLE FUNDS	6,822,846				

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Oper. of Non-Instructional Services					
72300 General Administration	54,000	54,000	C	100.00%	0
73100 Food Service	5,650,424	2,225,228	3,425,196	39.38%	459,859
99100 Transfers	22,012	0	22,012	0.00%	0
TOTAL EXPENDITURES	5,726,436	2,279,228	3,447,208	39.80%	459,859
39000 Reserves and/or Fund Balances	1,096,410				

BEDFORD COUNTY SCHOOL AGE CARE PROGRAM FUND 146
MONTHLY FINANCIAL REPORT
October 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
43000 Chg. for Current Serv.	559,578	95,530	464,048	17.07%	36,004
44000 Other Local Revenues	0	0	0	0.00%	0
46000 State of Tennessee	0	0	0	0.00%	0
14100 TOTAL EST. REVENUES & OTHER	559,578	95,530	464,048	17.07%	36,004
30000 Reserves and/or Fund Balances	246,861				
TOTAL AVAILABLE FUNDS	806,439				

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Oper. of Non-Instructional Services					
72300 General Administration	1,800	1,800	0	100.00%	0
73300 Community Service	567,059	122,067	444,992	21.53%	27,189
79100 Operating Transfers	0	0	0	0.00%	0
79200 Residual Equity Transfers	0	0	0	0.00%	0
TOTAL EXPENDITURES	568,859	123,867	444,992	21.77%	27,189
39000 Reserves and/or Fund Balances	237,580				

Bedford County, Tennessee
Bedford County Schools
Analysis of Property Tax Collections - 40110

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	-	-	-	-	-	-
August	3,652.11	(60.04)	3,712.15	0.04	-	0.04
September	481,040.53	391,735.77	89,304.76	5.55	4.49	1.06
October	499,759.26	436,039.86	63,719.40	11.28	9.48	1.80
November	-	403,114.20			14.10	
December	-	2,855,127.82			46.80	
January	-	614,710.81			53.84	
February	-	3,665,816.74			95.84	
March	-	312,221.36			99.41	
April	-	55,810.09			100.05	
May	-	121,523.92			101.44	
June	-	76,118.16			102.32	
Total	984,451.90	8,932,158.69	156,736.31			

Bedford County, Tennessee

Bedford County Schools

Analysis of Prior Yr. Property Tax Collections - 40120

Bedford County
 10/20/2021

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	8,928.46	11,434.49	(2,506.03)	2.98	3.81	(0.83)
August	27,186.14	20,054.65	7,131.49	12.04	10.50	1.54
September	27,199.35	16,307.71	10,891.64	21.10	15.93	5.17
October	24,575.93	11,900.28	12,675.65	29.30	19.90	9.40
November	-	8,927.35			22.87	
December	-	26,500.02			31.71	
January	-	20,506.10			38.54	
February	-	9,743.70			41.79	
March	-	36,181.50			53.85	
April	-	-	-		53.85	
May	-	-	-		53.85	
June	-	-	-		53.85	
	-	-				
Total	87,889.88	161,555.80	28,192.75			

Bedford County, Tennessee
Bedford County Schools
Analysis of Circuit Clk/Clerk & Master Collections Prior Yr - 40130

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	(630.20)	-	(630.20)	-	-	-
August	9,138.96	8,224.05	914.91	3.78	3.66	0.12
September	2,543.00	9,011.00	(6,468.00)	4.91	7.66	(2.75)
October	10,703.09	3,691.96	7,011.13	9.67	9.30	0.37
November	-	7,163.35			12.48	
December	-	6,344.94			15.30	
January	-	7,658.01			18.71	
February	-	12,098.86			24.09	
March	-	10,644.71			28.82	
April	-	14,325.83			35.18	
May	-	9,070.76			39.21	
June	-	33,539.97			54.12	
	-	-				
Total	21,754.85	121,773.44	827.84			

Bedford County, Tennessee
Bedford County Schools
Analysis of Sales Tax Collections - 40210

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	-	-	-	-	-	-
August	293,638.09	233,574.94	60,063.15	10.61	8.61	2.00
September	272,965.13	222,858.77	50,106.36	20.48	16.82	3.66
October	245,907.43	228,764.60	17,142.83	29.37	25.26	4.11
November	-	232,391.43			33.82	
December	-	225,154.69			42.12	
January	-	218,040.96			50.16	
February	-	287,888.17			60.77	
March	-	204,921.74			67.00	
April	-	224,218.46			75.11	
May	-	256,672.83			84.39	
June	-	575,261.00			105.18	
	-	-				
Total	812,510.65	2,909,747.59	127,312.34			

Cascade Elementary				
Date			Surplus	
*Label #	Barcode #	*Item Description	*Quantity	(# of #)
				Manufacturer
	38300	promethean board	1 of 16	Promethean
	50189	promethean board	2 of 16	Promethean
	33735	promethean board	3 of 16	Promethean
	38289	promethean board	4 of 16	Promethean
	38290	promethean board	5 of 16	Promethean
	38291	promethean board	6 of 16	Promethean
	35890	promethean board	7 of 16	Promethean
	35889	promethean board	8 of 16	Promethean
	38301	promethean board	9 of 16	Promethean
	35887	promethean board	10 of 16	Promethean
	38304	promethean board	11 of 16	Promethean
	33739	promethean board	12 of 16	Promethean
	38287	promethean board	13 of 16	Promethean
	38306	promethean board	14 of 16	Promethean
	38288	promethean board	15 of 16	Promethean
	38296	promethean board	16 of 16	Promethean
	55118	document camera	1 of 1	HoverCam
	53538	laptop	1 of 1	Dell
	?	copier	1 of 9	Cannon
	?	copier	2 of 9	brother
	53194	copier	3 of 9	xerox
	60626	copier	4 of 9	xerox
	30117	copier	5 of 9	brother
	39909	copier	6 of 9	xerox
	?	copier	7 of 9	HP
	21058	copier	8 of 9	brother
	35892	copier	9 of 9	DCP
	19144	CPU	1 of 2	Howard
	22587	CPU	2 of 2	Howard
	50102	CPU	1 of 6	Dell
	43280	CPU	2 of 6	Dell

Bedford County Board of Education

33.33%

Fund	Account Number	Description	Actual	Budget	Unencumbered	2020-21	
						Percentage Used	
General Purpose School	71100-355	Travel - Instruction	-	15,040	15,040	0.00%	
General Purpose School	71100-524	In-Service Staff Development	-	33,000	33,000	0.00%	
General Purpose School	72110-355	Travel - Attendance	-	450	450	0.00%	
General Purpose School	72120-355	Travel - Health Services	1,106	11,300	10,194	9.79%	
General Purpose School	72120-524	In-Service Staff Development	100	15,275	15,175	0.65%	
Federal Projects	72130-355	Travel - Other Student Suppor	33	11,552	11,519	0.29%	
Federal Projects	72130-524	In-Service Staff Development	-	10,001	10,001	0.00%	
General Purpose School	72210-355	Travel - Instr. Supervisors	445	8,500	8,055	5.24%	
Federal Projects	72210-355	Travel - Instr. Supervisors	-	9,000	9,000	0.00%	
General Purpose School	72210-524	In-Service Staff Development	4,850	3,000	(1,850)	161.67%	
Federal Projects	72210-524	In-Service Staff Development	53,366	520,731	467,365	10.25%	
General Purpose School	72220-355	Travel - Sp. Ed Supervisors	2,069	7,000	4,931	29.56%	
Federal Projects	72220-355	Travel - Sp. Ed. Supervisors	(37)	15,000	15,037	-0.25%	
General Purpose School	72220-524	In-Service Staff Development	2,105	4,000	1,895	52.63%	
Federal Projects	72220-524	In-Service Staff Development	8,499	28,996	20,497	29.31%	
General Purpose School	72230-355	Travel - Voc. Ed. Supervisor	-	2,000	2,000	0.00%	
Federal Projects	72230-355	Travel - Voc. Ed. Supervisors	-	-	-	0.00%	
Federal Projects	72230-524	In-Service Staff Development	100	9,000	8,900	1.11%	
General Purpose School	72250-355	Travel - Tech Supervisor	1,482	10,000	8,518	14.82%	
General Purpose School	72250-524	In-Service - Tech Supervisor	90	19,000	18,910	0.47%	
General Purpose School	72310-355	Travel - Bd. of Education	9,500	18,000	8,500	52.78%	
General Purpose School	72310-524	In-Service Staff Development	7,800	10,060	2,260	77.53%	
General Purpose School	72320-355	Travel - Superintendent	85	8,000	7,915	1.06%	
General Purpose School	72410-524	In-Service Staff Development	-	-	-	0.00%	
General Purpose School	72520-355	Travel - Human Services	-	2,500	2,500	0.00%	
General Purpose School	72620-355	Travel - Maintenance	-	1,700	1,700	0.00%	
General Purpose School	72710-355	Travel - Transportation	-	3,000	3,000	0.00%	
General Purpose School	72710-412	Diesel	90,000	595,000	505,000	15.13%	
Child Nutrition	73100-355	Travel	1,211	13,000	11,789	9.32%	
Child Nutrition	73100-524	In-Service Staff Development	-	20,000	20,000	0.00%	
General Purpose School	73300-355	Travel - Community Services	-	-	-	0.00%	
General Purpose School	73300-524	In-Service Staff Development	-	1,000	1,000	0.00%	
SACP	73300-355	Travel	175	4,410	4,235	3.96%	
SACP	73300-524	In-Service Staff Development	855	3,125	2,270	27.36%	
General Purpose School	73400-355	Travel - Early Childhood Educa	-	200	200	0.00%	

General Purpose School	73400-524	In-Service Staff Development	125	13,300	13,175	0.94%
Bedford County Board of Education						

33.33%

Fund	Account Number	Description	Actual	Budget	Unencumbered	2020-21
						Percentage Used
General Purpose School	72610-415	Electricity	667,346	2,692,335	2,024,989	24.79%
General Purpose School	72610-434	Natural Gas	5,506	440,603	435,097	1.25%
General Purpose School	72620-412	Diesel	6,000	12,500	6,500	48.00%
General Purpose School	72710-412	Diesel	90,000	595,000	505,000	15.13%
General Purpose School	72620-425	Gasoline	10,000	29,600	19,600	33.78%
General Purpose School	72710-425	Gasoline	5,000	40,000	35,000	12.50%
Child Nutrition	73100-421	Food Preparation Supplies	281,500	350,000	68,500	80.43%
Child Nutrition	73100-422	Food Supplies	1,392,782	2,750,000	1,357,218	50.65%
SACP	73300-422	Food Supplies	9,000	29,709	20,709	30.29%
General Purpose School	72310-331	Legal Services	25,595	50,000	24,405	51.19%

Bedford County Board of Education
November 2020

FOR YOUR INFORMATION

Department of Education Personnel Matters

Certified Staff

Resignation:

Barrett	Benjamin	Central Office	Director of Technology
Neal	Scott	Harris Middle	Teacher
Neal	Valerie	Harris Middle	Teacher
Wilson	Daphne	SCHS	Math
Thomas	Adam	Harris Middle	6-8th ELA
Jackson	April	Eakin	Kindergarten

Termination:

Retirement:

Mohon	Elizabeth	Liberty	8th Language/Reading
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Leave of Absence:

Smith	Riley	Thomas Magnet	Teacher
Parker	Kali	Community Elem	Teacher
Mohon	Elizabeth	Liberty	8th Language/Reading
Porter	James	SCHS	English Teacher

In-System Transfers:

New Employees:

Bedford County Board of Education
November 2020

FOR YOUR INFORMATION

Department of Education Personnel Matters

Classified Staff

Resignation

Hill	Sashay	Liberty	Custodian
Farris	Kathy	Transportation	Bus Driver
Hendrix	Jessica	SCHS	Child Nutrition
Whitaker	Jessica	SCHS	Child Nutrition

LOA:

Walls	Florence	SCHS Vocational	Custodian
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Termination:

Retirement:

In-System Transfers:

Ford	Kimberly	System Wide	Nurse
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Changes:

New Employees:

Saunders	Sherry	Learning Way	Sp. Ed. Assistant
Parker	Lauren	System Wide	Sub Nurse
Jordan	Kaylee	Transportation	Bus Driver
Friga	Molly	Community Elem.	Child Nutrition
Hazel	Shanna	Thomas Magnet	Custodian