

Jackson-Madison County School Board Meeting
October 15, 2020 5:30 PM
LIBERTY TECH HIGH SCHOOL

Attendance Taken at 5:30 PM.

Andre Darnell: Present
Ms. Doris Black: Present
Sherry Franks: Present
Debbie Gaugh: Present
Mrs. Janice Hampton: Present
O'Neal Henley: Present
Mr. James Johnson: Present
Mr. A. J. Massey: Present
Mrs. Shannon Stewart: Present

1. CALL TO ORDER

Discussion: Mr. Johnson called the meeting to order at 5:33 pm with a prayer lead by Carol Estes McCright followed by the pledge of allegiance.

A. Moment of Silence and Pledge of Allegiance

2. APPROVALS

A. Approval of Consent Agenda

i. School Support Organization

Discussion: Dr. King presented the Board for approval for Liberty Band Booster at the work session.

Action(s):

Motion Passed: A motion was made to approve the School Support Organization. Passed with a motion by Mrs. Janice Hampton and a second by Ms. Doris Black.

Voting Detail:

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B. Approval of Agenda

3. PUBLIC COMMENTS

4. APPEARANCE BEFORE THE BOARD

5. ANNOUNCEMENTS

A. JMCSS- Leaders Education Foundation Grant Winners

- 1.) Nathan Lewis - JCM Early College High School
- 2.) Angela Searcy - JMCSS Parent Engagement/Title 1
- 3.) Linda Lane - Madison Academic High School
- 4.) David Sinclair - South Side High School
- 5.) Dr. Callie Dollar - Community Montessori School

Discussion: The Education Leaders presented each winner with a \$1,000 check.

6. REPORTS

A. JCM and Madison Projects

Discussion: Chris Alexander and Chris Rice provided the board updates of the JCM and Madison Projects to review. Doris Black had concerns about Pope Project the board has completed everything they need to complete just waiting on the county for funds to get started. Mr. Johnson stated they will discuss this at Board Retreat.

7. ACTION ITEMS

A. Budget Amendments

Discussion: Mr. Ray stated that state is updating revenue codes. So in the future we might have to revise some of the revenue code.

Action(s):

Motion Passed: A motion was made to approve the October Budget Amendments. Passed with a motion by Mr. A. J. Massey and a second by Mrs. Shannon Stewart.

Voting Detail:

Andre Darnell:	Yes
Ms. Doris Black:	Yes
Sherry Franks:	Yes
Debbie Gaugh:	Yes
Mrs. Janice Hampton:	Yes
O'Neal Henley:	Yes
Mr. James Johnson:	Yes
Mr. A. J. Massey:	Yes
Mrs. Shannon Stewart:	Yes

B. Policy

- i. 5.1151 Telework During Emergencies
- ii. 5.3051 FFCRA Leave
- iii. 1.200 Method of Election of Officers

Action(s):

Motion Passed: A J Massey made the motion to wave the second reading and to adopt the Policies discussed at work session. Passed with a motion by Mr. A. J. Massey and a second by Mrs. Janice Hampton.

Voting Detail:

Andre Darnell:	Yes
Ms. Doris Black:	Yes

Sherry Franks: Yes
Debbie Gaugh: Yes
Mrs. Janice Hampton: Yes
O'Neal Henley: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

C. SRO Memorandum of Understanding

Discussion: Dale Thomas presented the SRO Memorandum of Understanding to the board for approval on Thursday night. (Contract is attached)

Action(s):

Motion Passed: A motion was made to approve the SRO Memorandum of Understanding. Passed with a motion by Ms. Doris Black and a second by Andre Darnell.

Voting Detail:

Andre Darnell: Yes
Ms. Doris Black: Yes
Sherry Franks: Yes
Debbie Gaugh: Yes
Mrs. Janice Hampton: Yes
O'Neal Henley: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

D. Differentiated Pay

Discussion: Dr. King presented the Differentiated Pay Proposal for the board to approve Thursday.

Action(s):

Motion Passed: A motion was made for the board to approve the Differentiated Pay Proposal. Passed with a motion by Mr. A. J. Massey and a second by Andre Darnell.

Voting Detail:

Andre Darnell: Yes
Ms. Doris Black: Yes
Sherry Franks: Yes
Debbie Gaugh: Yes
Mrs. Janice Hampton: Yes
O'Neal Henley: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

8. ITEMS REMOVED FROM CONSENT AGENDA

9. ITEMS ADDED TO THE AGENDA PER VOTE UNDER ITEM 2.2

A. ITEMS ADDED TO THE AGENDA BY A VOTE UNDER ITEM 2.2 WILL BE PLACED HERE

10. COMMITTEE REPORTS

A. JMCEA Announcements

Discussion: Mr. Davis special thank you to Dr. King and his staff for doing an outstanding job during this pandemic. Encourage his team to move JMCSS in the right direction.

11. SUPERINTENDENT'S REPORT

12. ADJOURNMENT

Action(s):

Motion Passed: A motion was made to for the JMCSS October Board Meeting to adjourn at 6:17 pm. Passed with a motion by Ms. Doris Black and a second by Mrs. Janice Hampton.

Voting Detail:

Andre Darnell: Yes
Ms. Doris Black: Yes
Sherry Franks: Yes
Debbie Gaugh: Yes
Mrs. Janice Hampton: Yes
O'Neal Henley: Yes
Mr. James Johnson: Yes

Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

Chairperson

Superintendent

The following School Support Organizations have active state reporting status and the *Tennessee Internal School Uniform Accounting Policy Manual* required Verification forms have been completed for the 2020-2021 school year.

Elementary Schools

High Schools

1. Liberty Band Boosters

Middle Schools

JCM School School Construction Status Report

Date 9/20/2020

**Prepared for
JMCSS Board**

Prepared by

Chris Alexander
Vice President
Healthy Community, LLC
Developer

Chris Rice
Vice President/Project Manager
Crocker Construction Company, Inc.
Construction Manager

Project Data

Owner

Healthy Community Education Partners, Inc.

111 E. Main Street

Suite 201

Jackson. TN 38301

Developer

Healthy Community, LLC.

65 Union Ave, 12th Floor

Memphis, TN 38103

As “developer” under a Development Agreement with Healthy Community Education Partners, Inc. (“the QALICB”) and Jackson-Madison County School System (the “District”)

Owner’s Designated Representative

Henry Turley Company, LLC

Suite 1200

65 Union Ave

Memphis TN 38103

Construction Manager

Crocker Construction Company, Inc.

PO Box 3637

Jackson TN 38303

Project(s)

1 Jackson Central Merry School Renovation/Addition

332 Lane Ave, Jackson TN 38301

Jackson Central Merry Field House

227 Railroad Street, Jackson TN 38301

Design Team

Architect: LRK

Suite 600

50 South BB King Blvd

Memphis, TN 38103

Civil and Structural: TLM Associates

117 East Lafayette Street

Jackson, TN 38301

MPE: Collier Engineering

720 Broadway Street

Suite 100

South Fulton, TN 38257

Notice to Proceed was issued on the afternoon of March 31, 2020. The substantial completion date is July 31, 2021.

Parties providing Reviews, Inspections, Consulting and/or Documentation

LRK – Providing Architectural and Engineering Project Management duties including site inspections, submittal reviews/approval, draw request reviews, confirmation of compliance with construction documents etc.

TLM – Structural and Civil, providing site inspections, submittal review and approval of all related submittals etc.

Collier Engineering – MPE Engineering, providing site inspections, submittal review and approval of all related submittals etc.

Henry Turley Company, LLC. – Henry Turley Company has a representative, Pete Evans, VP of Construction, performing weekly site inspections for progress, quality, and design document compliance.

Partner Engineering – Partner Engineering is an independent engineering consulting firm hired by the lenders and the tax credits providers to review the design and cost estimates. They will do site inspections, review of change orders, ASI's and other construction documents as the projects progress. They also will review and approve the monthly draw requests prior to release of funds.

Multivista – Multivista is an independent construction documentation firm who has been engaged to document the construction site as the buildings are being built. They will provide monthly photos of the construction. After the completion JMCSS will have an electronic floor plan of the new buildings and by selecting on a given area they can view the wall before it was covered with drywall including all plumbing and electrical work inside the wall. Also, they can review conditions before concrete was poured. We believe this will be a valuable asset for future maintenance needs.

Construction Materials Lab – Construction Materials Lab has been engaged to provide soil testing, footing inspections, structural inspections, and other miscellaneous inspections.

Frost Environmental – Frost Environmental has and will be making inspections related to environmental concerns including asbestos and lead.

Tennessee Department of Commerce and Insurance (State Fire Marshal) – The Fire Marshal has reviewed the plans for compliance and are and will

be making site inspections for compliance with the approved construction documents and applicable construction codes and standards.

Tennessee Department of Environment and Conservation – TDEC has reviewed the plans and will be making or cause to be made bi-weekly inspections of the site for erosion control.

City of Jackson Building and Housing Codes Department – The City will be inspecting for compliance with zoning, building code, fire code, gas code, mechanical code, electrical code, ADA standards, and general design document compliance.

Infinite Consulting – Infinite Consulting is leading the DBE recruiting and documentation program as well as assisting the design team with historic data for both schools related to branding and/or wall art.

Summary Report

Jackson Central Merry

Construction got underway on the JCM project on 4/1/2020. Selective demolition (pre-abatement) began to expose previously encapsulated asbestos in order to provide access to the asbestos by the abatement contractor. The building was divided into several zones so work could move forward in several areas simultaneously. Currently there is pre-abatement demolition work being done in front of the abatement contractor in 3 zones, asbestos abatement being done in one zone and post abatement demolition being done in three zones where abatement is complete.

Temporary construction fencing has been installed and a construction office has been set up.

6/9 Update – Pre-abatement demolition is complete, and the asbestos abatement is working on their last zone other than the boiler room which will be last. Select demolition continues, mechanical units/systems have been removed. Plumbing work has started. Mechanical Roof Curbs are being set. Mechanical Units have arrived. The roofing is being installed and is approximately 25% complete. The pad for the north addition is complete and the Field House pad is being built.

7/20 Update – Asbestos abatement continues and should be completed soon. Select demolition continues. Plumbing, Electrical and HVAC work is ongoing. The roofing is approximately 50% complete. The roofing has been on hold for about 3 weeks due to 6 members of the roofing crew testing positive for Covid-19. The crew members are due to be retested within the next week and we anticipate the roofing work will crank back up. The Field House pad is now complete. The rebar for the Field House is being tied. The steel structure for the Field House has arrived and is stored on site.

8/20 Update – Asbestos abatement is complete. Select demolition continues. Plumbing, Electrical and HVAC work is ongoing. The roofing is ongoing and is about 80% complete. Interior framing is to begin shortly. Concrete work has started on the Field House. The steel shop drawings for the front addition has been approved and released for production.

9/17 Update – Select demolition continues. Plumbing, Electrical and HVAC work is ongoing. The roofing is ongoing and is about 90% complete. Interior framing has begun. Concrete work on the front addition has begun. The Field House concrete continues. Steel for the front addition is expected middle of next month.

Developer Update – August/September 2020
Healthy Community, LLC – Chris Alexander, Representative
September 22nd, 2020

Chris Alexander with Healthy Community, LLC and Chris Rice of Crocker Construction presented an update to the JMCSS School Board's Joint Work Session/Board Meeting at Liberty High School on Thursday, September 17th, 2020. Chris Alexander invited new and existing board members for a tour of both Jackson Central Merry and Madison Academic construction sites. The plan is to have a representative from the architect firm Looney Ricks Kiss to be on site to answer questions about design and construction. Ray Washington with JMCSS said that he would coordinate with Chairman Johnson to get this set up for the Board Members.

Chris Alexander also presented an update at the Healthy Community Education Partners Board Meeting on September 8th, 2020 and to the CRA board on September 9th, 2020.

Developer Inspections & Observations

Henry Turley Company, Inc., Pete Evans VP of Construction, Representative

Jackson Merry: 6-10-2020

This project got started on or about April 1, 2020. Construction fencing and gates were installed during the first week of mobilization with safety and security signs installed at each entrance. Covid-19 policies and procedures were developed during pre-construction and those policies are being addressed on a daily basis. From the beginning this project has been scheduled and executed in a systemic process that is both efficient and impressive. We have had two OAC meetings to date and the flow of work seems to be on or ahead of schedule. All demo has been completed for the asbestos abatement portion of the project and select demo continues for mechanical electrical and plumbing. The plumber has gotten a good portion of the slab cut and rough-in plumbing for the existing slab. They have also started running the copper domestic water pipe in the ceiling down one of the corners I was in this morning. The mechanical contractor has made safe and disconnected all the mechanical units on the roof getting ready for the roofer to install the curbs and pitch pockets. Mechanical units are on site and stored in the warehouse outback. The first building roof is nearly complete except for curbs and termination in my opinion. From what I understand the curb installation for mechanical should begin tomorrow June 11, 2020 and continue on that building until complete while the roofers move over to the second roof to start preparing ahead of the mechanical contractor. Pressure washing has begun. The pad for the new addition is complete, JEA was on site this am upgrading the electrical feed that came through that area this morning that was shallow in depth and has now been corrected with power restored. Site work has started in the back between the warehouse area and the main school in the turn area at the rear.

End of Report

Jackson Merry: 7-8-20

Selective demo has been completed ahead of asbestos crews. Asbestos crews are working in strategic areas to maximize workflow systematically for other trades/area, coordinate quiet well as sub-contractor labor is increasing as the project progresses. Plumbing rough in/pipe hangers/pipe continues. Roofers are making good progress on the roof installation, hvac curbs are in progress close to being complete. Mock-up of metal enclosure was installed for review where old HVAC units went thru brick openings. Pressure washing was almost complete as of the last inspection and may be complete as of this writing. RFI's and submittals have no issues to date. There are some conflicts with MPE where they conflict with bldg. structure currently being addressed for resolution.

End of Report.

Jackson Merry: 8-25-20

The asbestos crew appears to have completed their work and demo outside the previous selective demo ahead of asbestos is proceeding well. The electrical and plumbing rough in continues to go well at a good pace as is the mechanical curbs on the roof. The roofers are back on site and appear to working in a systematic way accommodating the mechanical contractors where needed. Overall the project is well managed and moving as expected to better than expected.

End of Report

Jackson Merry 9-22-20

The roofers appear to be approximately 90% complete +- including metal work. We had a sub meeting last week to discuss coordination issues with the retrofit including but not limited to ceiling height restrictions and the tile in the bathrooms. The tile contractor will be mobilizing soon and will store his material on site where the HVAC equipment is stored and secured. Electrical and Plumbing mains are going in and the subs are working around the height restrictions very well. The field house footers have picked up pace as of last week and appear to be substantially more than previous weeks. Windows are being removed, CMU being infilled along with framing as required by the new design. Overall the project is running smoothly and IMO is consistent with the schedule projected originally. The site is maintained and well organized.

Construction Progress Report

Crocker Construction Company, Inc. Construction Manager

Chris Rice, Vice President/Project Manager

General Items

Safety

General Safety - Safety meetings are held on site every Monday morning. Each Sub-contractor will address any safety issues each morning. No lost time accidents/injuries on these projects to date

COVID-19 We are genuinely concerned for the health and safety of all workers contributing to this project. We have implemented a COVID-19 policy which we believe meets or exceeds the CDC guidelines. A copy of the policy is attached to this report.

6/9 Update – No lost time injuries to date. We had two possible COVID exposures on a sub-contractor’s crew, however both tests were negative.

7/20 Update – No lost time accidents to date. We did have 6 of the 12 members of the roofing crew at JCM test positive for Covid-19. The roofing crew has been shut down for 3 weeks as a result. They are to be retested this coming week and we expect the roofing work to start back up. We have had 3 others quarantined for a week; however, all have since been released.

8/20 Update – No lost time injuries to date. Currently no confirmed covid-19 cases and no one is quarantined.

9/17 Update – No lost time injuries to date. Currently no confirmed covid-19 cases and no one is quarantined. We did have a break in at JCM. It was relatively minor, four juveniles were involved. JPD quickly arrested them and almost all items were recovered.

Owner/Architect/Construction Progress Meetings

OAC formal meetings are held once a month to review progress, quality, pay applications, etc. They are held in the last week of each month. Due to the COVID-19 issue we are attempting to keep the number of attendees at 10 or less. Those attending are JMCSS representatives, Henry Turley Company, LLC representatives, LRK representatives, Crocker Construction Company, Inc. representatives, Consulting Engineers representatives (as the agenda warrants) and select sub-contractors (as the agenda warrants). Informal intermediate meetings are to be scheduled during the second week of each month. Those attending will be JMCSS representatives, Henry Turley Company representatives, Crocker Construction Company, Inc. representatives and others as needed/requested.

Progress by Category

JCM Renovation/Addition

Site

The construction site has been enclosed with a temporary construction fence. Trees and other plantings have been removed from around the building.

6/9 Update – The pad for the north addition is complete.

8/20 Update – The pad for the Field House is complete.

Demolition/Asbestos Abatement

The building has been divided into several zones in such a manner as to allow work to proceed simultaneously in several areas at one time. Demolition exposing (pre-abatement demo) has been completed in 5 areas. Asbestos has been abated in three areas and is currently being done in the fourth area. Post abatement demo is being done in three areas.

6/9 Update - Select Demolition continues. Asbestos abatement contractor is working on the last zone abatement and will then proceed to the boiler room. The majority of interior doors and hardware have been removed. Most of the mechanical systems have been removed. Most of the plumbing fixtures have been removed. The floor slab has been removed in several areas for the installation of new plumbing.

7/20 Update – The asbestos abatement continues and is near completion. Select demolition continues.

8/20 Update – The asbestos abatement is complete. Select Demolition continues.

Concrete

8/20 Update – Rebar has been delivered for the JCM front addition.

9/18 Update – Concrete work has begun at the front addition.

Masonry

8/20 Update – Masonry repairs where items have been demolished on the interior has commenced.

9/17 Update – Masonry repairs continue.

Metals

8/20 Update - The Steel for the Addition has been released for production.

9/17 Update – Steel is expected on site middle of next month.

Roofing

Submittals approved, material to arrive on approximately May 20.

6/9 Update – Roofing material has arrived. Approximately 25 % of the new roof has been installed.

7/20 Update - . The roofing has been on hold for about 3 weeks due to 6 members of the roofing crew testing positive for Covid-19. The crew members are due to be retested within the next week and we anticipate the roofing work will crank back up.

8/20 Update - The roofers are back at work. The roof is about 80% complete.

9/18 Update – Roofing work continues and is about 90% complete.

Doors & Windows

Submittals in process

Finishes

On April 29th during an OAC meeting JMCSS sent a representative group of educators to walk thru a JCM classroom to access the marker board locations and address keeping the existing boards or removing them and installing new boards. The group decided to remove the old boards and replace with new boards.

9/18 Update – Metal stud framing has just started.

Millwork

No work to date

Elevators

No work to date

Plumbing

Plumbing contractor is onsite isolating live lines and removing the existing plumbing system.

6/9 Update – The existing water piping has been removed except in the zone where the asbestos contractor is working. New drain piping is being installed per the design.

7/20 Update – The plumbing contractor continues to run new supply and drain lines.

8/20 Update – Plumbing work continues.

9/18 Update – Plumbing work continues.

Fire Protection

No work to date

6/9 Update – The Fire Sprinkler system is being designed.

8/20 Update – The sprinkler submittals have been approved. Sprinkler drawings are being reviewed by the State.

HVAC

HVAC contractor is onsite removing freon from the existing units so they can be removed.

6/9 Update – Roof curbs are being set. Mechanical units have arrived. Roof top units will be installed behind the on-going roof installation.

8/20 Update – HVAC work continues.

9/18 Update – HVAC work continues.

Electrical

Electrical contractor is on site isolating wiring so it can be safely removed and installing temporary lighting.

6/9 Update – Electrical submittals are being reviewed. Electrical select demolition is on-going.

7/20 Update – Electrical work is ongoing.

8/20 Update – Electrical work continues.

9/17 Update – Electrical work continues.

Low Voltage (JMCSS provided & installed)

No work to date

Furnishings (JMCSS provided & installed)

No work to date

JCM Field House

Site

The construction site has been enclosed with a temporary construction fence.

6/9 Update – The parking lot has been removed and the pad is being built.

7/20 Update – The pad is complete.

Concrete

7/20 Update - Rebar is being tied.

8/20 Update – Concrete foundations are being poured.

9/17 Update – Concrete work continues.

Masonry

No work to date

Metals

Structural submittals have been approved and must now go to Nashville to be approved by the State Fire Marshal.

6/9 Update – The metal building is in production.

7/20 Update – Steel for the metal building has arrived and is stored on site.

Doors & Windows

Submittals in process

Finishes

No work to date

Millwork

No work to date

Plumbing

No work to date

Fire Protection

No work to date

6/9 Update – The Fire Sprinkler system is being designed.

HVAC

Submittals have been approved

6/9 Update – The mechanical units have arrived.

7/20 Update – Roof curbs and mechanical units have arrived and are stored onsite.

Electrical

No work to date

Low Voltage (JMCSS provided & installed)

No work to date

Furnishings (JMCSS provided & installed)

No work to date

Outstanding Issues

Materials Stored

Partners Engineering, the engineering company engaged by the lenders and tax credit providers for oversight, has a rule which limits the dollar value of material stored on site to \$500,000.00. This represents somewhat of a just in time delivery system that normally would not be an issue. However, we are concerned about the impact of the COVID-19 issue and its potential to slow or stop those supply chains. An example is the Carrier plant shut down in Tennessee in late April. While we are not using Carrier equipment there is a potential for other manufacturing plants to have shutdowns that would impact the delivery of needed material and/or equipment. Due to this potential we are encouraging sub-contractors to order their material/equipment earlier than they normally would. This will result in the value of material being stored exceeding \$500,000.00. The CM is preparing estimates as to what those values will be and the Henry Turley Company will request the Lenders, tax credit providers, and Partners Engineering modify the \$500,000.00 limit. This is an effort to mitigate the potential impact of COVID-19 on these projects.

6/9 Update – Our request for an increase of the material stored limits was approved.

7/20 Update – At the JCM Renovation Project we have several areas where the above ceiling clearance is an issue regarding getting the needed plumbing, mechanical and electrical items above the ceiling. These points have been identified and forwarded to the Design Team for direction.

8/20 Update – We received ASI 10 today which addresses the ceiling height issues. It is being reviewed and distributed to the sub-contractors.

Madison High School School Construction Status Report

Date 9/20/2020

**Prepared for
JMCSS Board**

Prepared by

Chris Alexander

Vice President

Healthy Community, LLC

Developer

Chris Rice

Vice President/Project Manager

Crocker Construction Company, Inc.

Construction Manager

Project Data

Owner

Healthy Community Education Partners, Inc.

111 E. Main Street

Suite 201

Jackson. TN 38301

Developer

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Memphis, TN 38103

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Owner’s Designated Representative

Henry Turley Company, LLC

Suite 1200

65 Union Ave

Memphis TN 38103

Construction Manager

Crocker Construction Company, Inc.

PO Box 3637

Jackson TN 38303

Project

- 1 Madison Academic High School
575 Lambuth Blvd, Jackson TN 38301

Design Team

Architect: LRK

Suite 600

50 South BB King Blvd

Memphis, TN 38103

Civil and Structural: TLM Associates

117 East Lafayette Street

Jackson, TN 38301

MPE: Collier Engineering

720 Broadway Street

Suite 100

South Fulton, TN 38257

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Construction Materials Lab – Construction Materials Lab has been engaged to provide soil testing, footing inspections, structural inspections, and other miscellaneous inspections.

Frost Environmental – Frost Environmental has and will be making inspections related to environmental concerns including asbestos and lead.

Tennessee Department of Commerce and Insurance (State Fire Marshal) – The Fire Marshal has reviewed the plans for compliance and are and will

be making site inspections for compliance with the approved construction documents and applicable construction codes and standards.

Tennessee Department of Environment and Conservation – TDEC has reviewed the plans and will be making or cause to be made bi-weekly inspections of the site for erosion control.

City of Jackson Building and Housing Codes Department – The City will be inspecting for compliance with zoning, building code, fire code, gas code, mechanical code, electrical code, ADA standards, and general design document compliance.

Infinite Consulting – Infinite Consulting is leading the DBE recruiting and documentation program as well as assisting the design team with historic data for both schools related to branding and/or wall art.

Summary Report

Madison Academic High School

Construction got underway on the Madison project on 4/1/2020. Surveyors have laid out the site, temporary construction fencing has been installed and the construction office has been set up. Site work has been advanced completing the building pad and removing foliage from the parking lot area.

6/9 Update – Foundations and concrete stem walls are being installed and are approximately 80% complete. Plumbing installation is to start in a few days weather permitting.

7/20 Update – Foundations and stem walls are 90% complete and half of the first-floor slab is poured. The underground plumbing for the first floor is complete. The electrical supply conduit and sprinkler piping is installed into the building. The steel is being erected.

8/20 Update – Foundations are complete and about 3/4s of the slab has been poured. The plumbing underground is complete. The steel is being erected. Gravel base is down on the parking lot.

9/18 Update – About 85% of the slab is poured and the steel erection continues. Underground plumbing and electrical work continue.

Developer Update – August/September 2020
Healthy Community, LLC – Chris Alexander, Representative
September 22nd, 2020

Chris Alexander with Healthy Community, LLC and Chris Rice of Crocker Construction presented an update to the JMCSS School Board's Joint Work Session/Board Meeting at Liberty High School on Thursday, September 17th, 2020. Chris Alexander invited new and existing board members for a tour of both Jackson Central Merry and Madison Academic construction sites. The plan is to have a representative from the architect firm Looney Ricks Kiss to be on site to answer questions about design and construction. Ray Washington with JMCSS said that he would coordinate with Chairman Johnson to get this set up for the Board Members.

Chris Alexander also presented an update at the Healthy Community Education Partners Board Meeting on September 8th, 2020 and to the CRA board on September 9th, 2020.

Developer Inspections & Observations

Henry Turley Company, Inc., Pete Evans VP of Construction, Representative

Madison Academic High-school. 6-10-2020

The site has been on Underway since April 1, 2020. The site fencing has been installed along with safety and health signs. Covid-19 policies and procedures were established during pre-construction and appeared to be followed well on site. The foundation work is going well seems like it is about 75 to 80% complete plumbing should be starting very soon. The elevator pit has been poured and if the weather holds they should complete the foundation work fairly quick.

Madison Academic High-School: 7-8-20

Work is progressing properly and timely working, weather permitting. Foundations are almost complete, and half the slab has been poured. Elec and Plumbing rough in is wrapping up to be able to complete the remainder of the slab p Edge forms are poured for the last half of slab. Started storm drains west side. 6" gravel installed for the 30,000-sf parking lot.

Madison Academic High-School: 8-25-20

It appears the steel erectors are moving at a good pace. All plumbing and electrical appears to be in place and with most of the remaining pad pored and/or ready to be poured as of 8-19 during my last visit. Over the project is moving as expected IMO.

Madison Academic High-School 9-22-20

From last week's inspection the crane has been removed and pulled back in order to complete the slab. The steel framing looks great and appears to have the steel trusses installed where available. The building has taken its pace on the corner and is a prominent focal point. Imo the project is moving at an expected pace whereas he project site is well kept and organized.

Construction Progress Report

Crocker Construction Company, Inc. Construction Manager

Chris Rice, Vice President/Project Manager

General Items

Safety

General Safety - Safety meetings are held on site every Monday morning. Each Sub-contractor will address any safety issues each morning. No lost time accidents/injuries on these projects to date

COVID-19 We are genuinely concerned for the health and safety of all workers contributing to this project. We have implemented a COVID-19 policy which we believe meets or exceeds the CDC guidelines. A copy of the policy is attached to this report.

6/9 Update – No lost time injuries to date. We had two possible COVID exposures on a sub-contractor’s crew, however both tests were negative.

7/20 Update – No lost time accidents to date. We did have 6 of the 12 members of the roofing crew at JCM test positive for Covid-19. The roofing crew has been shut down for 3 weeks as a result. They are to be retested this coming week and we expect the roofing work to start back up. We have had 3 others quarantined for a week; however, all have since been released.

8/20 Update – No lost time injuries to date. Currently no confirmed covid-19 cases and no one is quarantined.

Owner/Architect/Construction Progress Meetings

OAC formal meetings are held once a month to review progress, quality, pay applications, etc. They are held in the last week of each month. Due to the COVID-19 issue we are attempting to keep the number of attendees at 10 or less. Those attending are JMCSS representatives, Henry Turley Company, LLC representatives, LRK representatives, Crocker Construction Company, Inc. representatives, Consulting Engineers representatives (as the agenda warrants) and select sub-contractors (as the agenda warrants). Informal intermediate meetings are to be scheduled during the second week of each month. Those attending will be JMCSS representatives, Henry

Turley Company representatives, Crocker Construction Company, Inc. representatives and others as needed/requested.

Progress by Category

Madison Academic High School

Site

The construction site has been enclosed with a temporary construction fence. Trees and other plantings have been removed. The building pad is complete. The parking lot has been cleared of all foliage. Drainage submittals have been approved.

While building the pad some undercut had to be made due to an old foundation, discarded loose bricks and bad soil conditions. Material was removed at the direction of CML and backfilled with appropriate material. An additional area south of the drive off of Lambuth required additional undercut and back fill due to an old house basement which was still in place.

The parking site is wet and pumping. We are working with CML for solutions. This condition is largely due to moisture in the soil.

6/9 Update – A solution to the parking lot pumping has been determined which will require some undercut and chert gravel fill in the sub-grade. This will be completed as soon as weather permits.

7/20 Update – The parking lot is graveled over approximately 50% of the surface area. Storm drain piping has been run across UofM property just east of the auditorium.

8/20 Update – JEA has buried the overhead primary line west of the building to provide better access to the building. The base gravel has been installed over the parking lot.

Concrete

Rebar is expected this week. Concrete work will commence.

6/9 Update – Concrete foundations and stem walls are approximately 80% complete.

7/20 Update – Concrete foundations and stem walls are approximately 90% complete and half of the first-floor slab has been poured.

8/2 Update – About $\frac{3}{4}$ s of the slab is complete. We are holding off on the balance until the crane used to erect the steel structure is out of the way.

Masonry

No work to date

Metals

No work to date

6/9 Partial submittals have been approved. Fabrication is to commence shortly.

7/20 Update – Steel erection started today.

8/20 Update – Steel erection continues.

Roofing

No work to date.

Doors & Windows

No work to date

Finishes

No work to date

Millwork

No work to date

Elevators

No work to date

Plumbing

No work to date

6/9 Submittals have been approved. Plumbing is to begin in a few days.

7/20 Update - Under slab plumbing is complete.

9/18 Update – Underground plumbing work continues.

Fire Protection

No work to date

6/9 Update – Fire Sprinkler System is being designed.

7/20 Update - Fire Sprinkler piping is stubbed into the building.

HVAC

Submittals have been approved

Electrical

Electrical contractor is on site and is installing a temporary service.

7/20 Update - Electrical conduit has been stubbed into the building.

9/18 Update – Electrical underground work continues.

Low Voltage (JMCSS provided & installed)

No work to date

Furnishings (JMCSS provided & installed)

No work to date

Outstanding Issues

Materials Stored

Partners Engineering, the engineering company engaged by the lenders and tax credit providers for oversight, has a rule which limits the dollar value of material stored on site to \$500,000.00. This represents somewhat of a just in time delivery system that normally would not be an issue. However, we are concerned about the impact of the COVID-19 issue and its potential to slow or stop those supply chains. An example is the Carrier plant shut down in Tennessee in late April. While we are not using Carrier equipment there is a potential for other manufacturing plants to have shutdowns that would impact the delivery of needed material and/or equipment. Due to this potential we are encouraging sub-contractors to order their material/equipment earlier than they normally would. This will result in the value of material being stored exceeding \$500,000.00. The CM is preparing estimates as to what those values will be and the Henry Turley Company will request the Lenders, tax credit providers, and Partners Engineering modify the \$500,000.00 limit. This is an effort to mitigate the potential impact of COVID-19 on these projects.

6/9 Update – Our request for an increase of the material stored limits was approved.

Jackson-Madison County School System
October 2020
Budget Amendments Requiring Board Approval

Fund #142 School Federal Projects

1. \$204,428 (new money) District Priority School Improvement Grant- This amendment aligns the general ledger to the Revision 1 budget approved by the state and includes carryover funds.
2. \$15,936 (new money) ATSI Grant 2019 Designation- This amendment aligns the original estimated FY21 budget to the actual state approved budget and includes carryover funds.
3. \$46,704 (new money) Principal Priority Leadership Incentive Grant- This grant provides retention rewards to support eligible schools on the 2018 Priority School list (Arlington, JCT, Lincoln, and Isaac Lane) in retaining their top school leaders.
4. \$67,190 (new money) 21st Century CCLC Remaining Funds Grant- This amendment aligns the original estimated FY21 budget to the actual budget approved by the state.
5. \$ 36,642 (new money) Title IX Grant- This amendment aligns the general ledger to the Revision 2 budget approved by the state and includes carryover funds.
6. \$125,000 (new money) LEA Reopening Support- COVID-19 Grant #2- These CARES Act grant funds will be used for approved solutions that will help our schools reopen and then continuously operate in a safe and healthy manner.

Jackson-Madison County School System
October 2020
Budget Amendments Requiring Board Approval
and County Commission Approval

Fund #141 General Purpose Schools

1. \$2,500,000 This amendment restores funds to GP fund balance from Federal Programs.
(new money)
2. \$99,704 State Priority School Grant- This amendment aligns the original estimated FY21 budget to the actual state approved budget.
3. \$72,000 Academics- This amendment reallocates funds for data plans to allow virtual access for student learning.

Fund #142 School Federal Projects

4. \$2,500,000 This amendment restores funds to GP fund balance from Federal Programs.
(new money)

Fund #143 Food Services

5. \$454,400 Fresh Fruits and Vegetable Grant- This amendment reclassifies current funds to the grant cost center.

Jackson Madison Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Method of Election of Officers	Descriptor Code: 1.200	Issued Date:
		Rescinds:	Issued:

- 1 At the first regular meeting in **September** each year, the Board shall organize by electing a Chair,¹ a
- 2 Vice Chair, **Chair Pro Tem** and a Legislative Representative to serve one-year terms. In the event that
- 3 an officer's seat on the Board is vacated, the Board shall elect a successor to serve the remainder of the
- 4 officer's term. Each board officer shall be eligible for re-election.

- 5 If the office of Chair is vacated prior to the expiration of the annual term, the Vice Chair shall assume
- 6 all responsibilities until the position is filled.

- 7 If no officer of the Board is serving at the time of the organizational meeting, any member shall call
- 8 the meeting to order and preside until a chair is elected as the first order of business.

Legal References

1. TCA 49-2-202(c)(2)

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Telework During Emergencies	Descriptor Code: 5.1151	Issued Date:
		Rescinds:	Issued:

1 *General*

2 Teleworking is a work arrangement where designated employees are allowed to perform their normal
3 duties and responsibilities through the use of hardware and software at an alternate location from their
4 normal work site.

5 The Director of Schools may require an employee to telework if the duties and responsibilities of the
6 position are required during times of emergency. An employee's participation in the program will be
7 determined by the length and duration of the emergency and will be both initiated and ended at the
8 discretion of the supervisor and/or the Director of Schools.

9 **WORK ENVIRONMENT**

10 Employees approved for telework shall maintain a dedicated and safe work environment.

11 An employee who teleworks shall not allow anyone other than district employees to utilize district
12 provided services or equipment. Employees shall keep remote work and information confidential, in
13 accordance with district policies, procedures, and applicable privacy laws.

Cross References

Emergency Closings 1.8011

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: FFCRA LEAVE	Descriptor Code: 5.3051	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*¹

2 Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect from April 1,
3 2020 until December 31, 2020, and will expire after December 31, 2020 unless the FFCRA is extended
4 by law.

5 The Director of Schools/designee shall post notice of FFCRA requirements and create any necessary
6 administrative procedures. Employees should seek clarification from the Employee Relations
7 Coordinator in the Human Capital Department if they have questions regarding the total amount of leave
8 and pay available to them.

9 **PAID SICK LEAVE**

10 Full time employees are entitled to up to eighty (80) hours of paid sick leave and part-time employees
11 are entitled to a number of hours equal to the number of hours that such employee works, on average,
12 over a two (2) week period pursuant to the rate caps set forth in the Emergency Paid Sick Leave Act
13 (EPSLA) if they are unable to work or telework because the employee:²

- 14 1. is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
15
- 16 2. has been advised by a health care provider to self-quarantine related to COVID-19;
17
- 18 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
19
- 20 4. is caring for an individual subject to a federal, state, or local quarantine or isolation order
21 related to COVID-19 or who has been advised to quarantine or isolate by a health care provider
22 due to COVID-19. The individual cared for must be someone with a personal relationship to
23 the employee such that the individual has an expectation that the employee will provide care;
24
- 25 5. is caring for his/her son or daughter whose school or place of care is closed, or person who
26 regularly provides child care is unavailable, for reasons related to COVID-19 and no other
27 suitable person is available to care for the child during the requested period of leave. Son or
28 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child
29 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older
30 who is incapable of self-care because of a mental or physical disability; or
31
- 32 6. is experiencing any other substantially similar condition specified by the Secretary of Health
33 and Human Services, in consultation with the Secretaries of Labor and Treasury.

1 This paid leave may be taken if there is work available for the employee to complete and the employee
 2 is unable to work or telework for one of the above reasons. Leave may be taken intermittently for reason
 3 number 5 above. Such leave is in addition to any paid leave that an employee may already be entitled to
 4 (e.g., existing sick leave). Employees are not required to exhaust any other paid leave benefit in order to
 5 utilize this new category of paid sick leave. However, an employee may substitute accrued paid leave
 6 for any unpaid time under this policy. Use of accrued paid leave shall run concurrently with and be
 7 counted toward the employee's total period of FMLA leave.

8 **EMERGENCY FMLA EXPANSION ACT LEAVE (EFMLEA)**

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

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

20 Qualifying employees may take up to twelve (12) weeks of EFMLEA leave.⁵ Employees may also take
 21 leave intermittently. The amount of leave available may be reduced by any prior use of FMLA.⁶

22 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take
 23 any existing leave benefit during this time, or seek payment through the EPSLA. After ten (10) days,
 24 EFMLEA leave is paid at two-thirds (2/3) the rate of the employee's regular rate of pay, pursuant to the
 25 rate caps set forth in the FFCRA.

Legal References

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

Cross References

Sick Leave 5.302
 Family and Medical Leave 5.305

JACKSON-MADISON COUNTY SCHOOL SYSTEM, MADISON COUNTY SHERIFF'S OFFICE, AND
MADISON COUNTY GOVERNMENT
SCHOOL RESOURCE OFFICER PROGRAM AGREEMENT

This AGREEMENT is made between Madison County Government, the Madison County Sheriff's Office (hereinafter, "MCSO") and the Jackson-Madison County School System (hereinafter, "JMCSS") to provide School Resource Officers (hereinafter, "SRO") for the school year, 2020-2021.

Whereas all agree that, a SRO Program is in the best interest of the citizens of the City of Jackson and of Madison County, and Jackson-Madison County Schools.

Whereas the JMCSS and MCSO agree that, a SRO Program will serve multiple purposes, including but not limited to:

- Performing law enforcement functions within the school setting;
- Identifying delinquent behavior;
- Fostering a better understanding of the law enforcement function;
- Developing a better appreciation of citizen rights, obligations, and responsibilities;
- Providing information about crime prevention;
- Providing assistance and support for crime victims within the school setting;
- Promoting positive relations between students and law enforcement officers.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the JMCSS and MCSO agree as follows:

1. A SRO Program is established in the Jackson-Madison County School System for the 2020-2021 school year.
2. The JMCSS will be charged for 4 of the 13 SRO positions for an amount not to exceed \$250,000 for the 2020-2021 school term. The MCSO will provide 13 SRO officers to JMCSS. Additionally, JMCSS agrees that MCSO will be compensated for overtime wages plus corresponding Social Security/ Medicare and Retirement contributions ("benefits") for SRO officers and/or other officers needed and requested, in writing, by a school principal or Superintendent for services at extracurricular activities conducted after normal SRO working hours. Overtime and benefits will only be paid for SRO officers and/or other officers who have or will work as a SRO or at other school-related functions for more than eight (8) hours in a workday or on a regularly scheduled day off or holiday. Any compensation due to MCSO for extracurricular activities shall be charged to the budget for the particular school requesting the services for the extracurricular activities. MCSO has the sole discretion in making assignments for the extracurricular activities.

3. The MCSO shall directly supervise the SROs assigned above and will perform scheduled or non-scheduled visits to the program schools. The MCSO shall approve reports, direct and evaluate the SROs.
4. The MCSO shall designate a direct supervisor with appropriate rank who shall perform the following duties:
 - Represent and carry out the policies of the MCSO;
 - Supervise all SROs in their duties;
 - Consult with the JMCSS Superintendent or designee regarding MCSO operations.
 - Resolve disputes between the SROs and the students or school staff members.
5. The SRO shall remain as an employee of and shall remain within the chain of command of the MCSO. The SRO shall remain subject to the direction, control, supervision, and discipline of the MCSO.
6. The SRO shall meet the following requirements:
 - The SRO must be a full-time law enforcement officer.
 - The SRO will comply with all laws, regulations, and rules of the Peace Officers Standards and Training (POST) Commission.
 - The SRO will participate in forty (40) hours of basic training in school policing within twelve (12) months of assignment to a school. Every year thereafter, the SRO will participate in a minimum of sixteen (16) hours of training specific to school policing that has been approved by the POST Commission.
 - The SRO must have appropriate job knowledge, education, appearance, attitude, and communication skills.
7. The SRO shall be assigned on a full-time basis and shall be present on campus during those hours that students are regularly present and licensed teachers are regularly on duty. The SRO may leave campus to perform such tasks as required by his/her assignment. The principal or a designee will be given notice when the officer is off campus. The SRO may be reassigned by the MCSO during school holidays and/or during any period of law enforcement emergency.
8. The MCSO and JMCSS Superintendent may agree to transfer, assign, or reassign a SRO when deemed in the best interest of the school system. Although MCSO has the final decision, the Superintendent's request to transfer, assign or reassign a SRO will not be unreasonably withheld.
9. Prior to the dismissal of any officer from the SRO Program, the MCSO and the JMCSS Superintendent will attempt to resolve existing problems. Should the officer continue to ineffectively perform, the JMCSS Superintendent will request in writing that the SRO be removed from the program, setting out the reasons the Superintendent believes the SRO should be removed, in which case the MCSO will review the matter and make final determination.

10. The duties and responsibilities of the SRO shall include, but are not limited to, the following:

- a. The SRO will respond to all calls for police service on school grounds.
- b. The SRO will serve as a law enforcement officer, community liaison, and role model in the school.
- c. The SRO may act as an instructor for specialized, short-term programs at the school or as a guest speaker when requested to do so by the principal or a member of the faculty with the approval of MCSO.
- d. The SRO will encourage individual and small group discussions with students based upon material presented in class to further establish rapport with the students.
- e. When requested by the principal, the SRO will attend parent or faculty meetings to solicit support and understanding of the SRO Program.
- f. The SRO will be available for conferences with students, parents, and faculty members to assist them with issues of law enforcement or crime prevention.
- g. The SRO will assist the principal and staff in developing plans and/or strategies to prevent or minimize dangerous situations that may occur on school campuses.
- h. The SRO will take appropriate law enforcement actions that may be required. As soon as practicable, the SRO will inform the principal of any such actions. The SRO may request additional law enforcement assistance on campus.
- i. The SRO will actively enforce trespassing laws on school property.
- j. The SRO will give assistance to other law enforcement personnel in matters regarding his/her school assignment whenever necessary.
- k. The SRO will participate in and/or attend school functions, which may include extracurricular activities.
- l. The SRO may be assigned to assist investigations relating to runaways, thefts, or any crime, provided such investigations related to the students attending the school to which the SRO is assigned.
- m. The SRO will not act as a school disciplinarian. If the principal/assistant principal believes an incident is a violation of the law, the SRO may be asked to determine whether law enforcement action is appropriate.
- n. The SRO may be assigned to lunchroom or hall monitoring duties only for an emergency situation or other specific reason as requested by the principal/assistant principal. The SRO will provide traffic control during arrival and departure of students, if needed.
- o. The SRO will perform random walking patrols throughout the school building and parking areas during school hours.
- p. The SRO will frequently patrol the campus and surrounding neighborhoods.
- q. The SRO will coordinate his/her activities with the principal.

- r. The SRO will adhere to the policies of the MCSO and all relevant statutes or regulations when conducting interviews with students, conducting investigations, or taking any law enforcement action with students or when on school property.
 - s. The SRO will maintain confidentiality of student records to which he/she has access.
 - t. The SRO will conduct security surveys and make recommendations to school officials for improved security measures.
 - u. The SRO will adhere to the policies/procedures of MCSO in regard to the transporting or arrestees and non-arrestees.
 - v. The SRO will coordinate the review of crimes reported to local law enforcement agencies during school hours with the school attendance records to reduce crimes committed by students when they are scheduled to be in school.
 - w. The SRO will complete incident reports and other required reports in accordance with the policies and directives of MCSO (department and supervisory) and of the JMCSS and shall submit copies of such records to the JMCSS Superintendent upon request.
11. The JMCSS shall provide materials and facilities necessary for the performance of the SRO's duties, including:
- a. A private, securable, and heated/air-conditioned office with a business phone.
 - b. A desk with drawers, chair, file cabinet, and office supplies.
 - c. A private computer, internet connection, and printer in office.
 - d. A school radio (two way).
12. The JMCSS and MCSO agree that the SRO will arrest or issue appropriate citation, at the SRO's discretion, for criminal acts witnessed by the officer, or for which probable cause exists, without regard to the regular or special needs status of the student(s). SRO's will take individuals into custody without a warrant only when authorized to do so by TCA 40-7-103. School staff may not direct an SRO to transport a student to Juvenile Detention Center or charge the student with a delinquent act as a disciplinary action.
13. The JMCSS and MCSO and their agents and employees agree to cooperate in good faith to fulfill the terms of this Agreement and will attempt to resolve any disputes or unforeseen issues through negotiation.
14. This Agreement may be terminated by any party upon ninety (90) days' notice that another party has failed to substantially perform in accordance with the terms and conditions of this Agreement or upon notice that funding is no longer available for the SRO Program.
15. All notices or other communications necessary or permitted under this Agreement shall be made to:

Dr. Marlon King
Superintendent, Jackson-Madison County School System
310 North Parkway
Jackson, Tennessee 38305

Jimmy Harris
County Mayor
Madison County, Tennessee

John R. Mehr
Sheriff
Madison County, Tennessee

16. The Agreement may not be assigned without the express written consent of the JMCSS, MCSO, and Madison County Government.
17. This Agreement constitutes the full written expression of all terms of the Agreement and is a complete and exclusive statement of those terms. No term of the Agreement may be modified unless made in writing and signed by all parties to the agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their duly authorized officers.

Jimmy Harris, Mayor
Madison County Government

Date

John Mehr, Sheriff
Madison County Tennessee

Date

Dr. Marlon King, Superintendent
Jackson-Madison County Schools

Date

Jackson-Madison Schools 2020-2021 Differentiated Pay Plan Proposal to the Board

Hard-to-Staff
 Instructional Roles X
 Performance
 Alternative Salary Schedule

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description Teacher Mentor

Number of Unique Roles: 1

Eligibility Criteria Based on the the unique needs of each individual school, while factoring in student/teacher ratio, each principal will assign a mentor to the teachers who are in need based upon identified area(s) of improvement.

The district will provide the Mentor selection criteria to each school.

Compensation Type and Size Stipend

Reach TBD

Estimated Cost \$200,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

After the Bachelor's degree is obtained, educators are paid using the following while working toward and obtaining advanced degrees: Bachelor's +10, Bachelor's +20, Master's, Master's +10, Master's +20, Master's +30, Ed.S., and Ed.D./Ph.D. The district only pays +10, +20, or +30 to a teacher working toward a higher degree that is related to education; all other degrees not related to education must receive the full MA, Ed.S, or Ed.D. to receive payment.

Other

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*