

Jackson-Madison County School Work Session
August 9, 2021 5:30 PM
Jackson-Madison County Board of Education

Attendance Taken at 5:30 PM.

Ms. Doris Black: Present
Andre Darnell: Present
Sherry Franks: Present
Scott Gatlin: Present
Debbie Gaugh: Present
Mrs. Janice Hampton: Present
Mr. James Johnson: Present
Mr. A. J. Massey: Present
Dr. Newman: Present

All board members are present.

1. Call to Order

a. An invocation and the pledge of allegiance

Discussion: Mr. Johnson called the August Work Session to order at 5:30 pm. Andre Darnell gave an invocation followed by the pledge of allegiance.

2. Policy Review

a. Policies

4.301 6.300 6.301 6.302 6.303 6.304
6.3041 6.305 6.3051 6.306 6.307 6.3071
6.308 6.309 6.3101 6.311 6.312 6.314
6.315 6.316 6.317 6.318 6.319 5.200 5.201

Discussion: Policy Review: a. Policies were discussed and reviewed at the Policy meeting that was held on Tuesday, August 3 by Dale Thomas and Janice Hampton. Dr. King discussed policy 4.301 added training line 16-22 and stated the necessary corrections that needed to be made in green and items to delete are in red. See attached documents.

3. Budget Amendments

a. Fund 141

b. Fund 142

c. Fund 143

Discussion: Budget Amendments: Fund 141 General Purpose 1.) \$137,000 Funds are being reallocated to cover the TCAT and operating with Union, and professional development. 2.) \$425 FAST Grant to purchase other supplies and materials to support family engagement activities. 3.) \$50,000 Amerigroup Grant funds to support JMCSS Family Resource Center that will be located at Parkview Prep. 4.) \$14,768 Middle School STEM grant. 5.) \$11,963 Project Lead the Way Grant to purchase vocational instruction supplies equipment. 6.) \$8,292 West TN Healthcare-donation adds funding for district advertising. 7.) \$65,000 funds allocated for the purpose of planning, site assessment, and surveyor services for the Oman Arena. 8.) \$1,000,000 returns funds to GP Fund balance from Federal programs. Fund #143 9.) \$698,721 USDA grant provides reimbursement of additional operational costs that the district incurred during FY20 for meals during school closures. Fund #142 1.) \$7,907 Title IX Grant- to budget to the actual state approved budget. 2.) \$1,000,000

amendments return funds to GP fund balance.

4. Financials

- a. Fund 141**
- b. Fund 142**
- c. Fund 143**
- d. Fund 177**

Discussion: There were several checks >\$15,000 largest being to local government for property and casual insurance; quarterly worker's comp insurance. General Purpose financial statement we are at 4.9% of the budget compares to 5.6% of the budget last year.

BEP Funding- July fell below over 1.1 million we are held harmless based on BEP calculation according to the same ADM last year. Total BEP from the state is \$53,022,000 which is only \$175,000 less than was estimated in this year's budget. The Comptroller Office notified Ms. Karen Bell that the school board should adopt a policy to address minimum cash and fund balance level for GP fund and all the funds of the school system. We are currently researching other school systems to see what policy do they have.

5. Board Discussion

- | | |
|--|-----------------------------|
| a. JCM & Madison Update | Crocker Construction |
| i. Building Progress and Status | |
| ii. JCM 6-12 Administration Update | JCM Administration |
| b. Superintendent Contract | Johnson |
| c. ABM Lawn Care Contract & Schedule | Catlett |
| d. Rainey, Kizer, Reverie, and Bell Engagement Letter | Johnson/King |
| e. SMS Service Agreement | Catlett |
| f. HES Contract | Catlett |
| g. DHA Board Member Appointment | King/Williams |

Discussion: Board Discussion a. JCM/Madison Update handouts provided Crocker gave an update July 26 met the requirements from the fire Marshall so able to start moving furniture. Sprinkler and Tile crew are out for Covid. Since the report finalized mechanical and plumbing. Schedule for a fire alarm inspection on Wednesday. Completion date should be Sept. 1st. Madison is still on schedule for Fall break. i. Building Progress and status - just waiting to move forward. ii. JCM 6-12 Update HMS and HHS gave an update on how they are adjusting weekly to make this work and to make it easy for the transition to move. They are rotating teacher instead of the students moving that way they can do contact tracing as well. Current enrollment HMS 363 and HHS 300 and the numbers are changing daily. They request they needed radios to communicate back and forth. Dr. Catlett had already purchased them, but Karen Bell also stated that she will provide some as well for them. b. Superintendent Contract- Committee voted to accept the proposal changes to the contract as needed, made necessary changes in the contract to end June 2025, revision on performance, compensation, memberships, benefits: health, automobile, delete moving expenses, temporary housing and open enrollment.

Proposed a one time bonus for \$10,000.00 want to make a change to increase the net so that Dr. King will actually get the \$10,000.00, also take his vacation days and we will pay him for up to 10 days. Only increase net total of \$4,581.00. Will discuss future bonus in the future at the board retreats. c. Dr. King proposed to approve the Rainey, Kizer, Reverie, and Bell Engagement Letter- attached is a list of what has been paid out for the past 5yrs. Dr. King spoke with attorney Thomas to provide us legal counsel working with HR and to get a 1.75% per year increase in which he hasn't had an increase in the past three years. d. Black Board Agreement- Hammond proposed this agreement again

for the next 3 yrs for a savings of \$137,000 and to reduce savings in any increases each year. e. ABM - discussed to bid out in clusters and use our maintenance department. Will work with finance in getting this information out on taking bids to find additional ground crews. This is the last year of the 3 yrs contract with them. Will meet with them on how to maintain our school grounds and discuss at board retreat. Last year amount was \$291,000 and this year it will be \$194,000 we will take the rest of that cost from the contract to support the additional grounds crew salary. f. SMS & HES Service - this is the last year for this contract and will discuss during our board retreat. There are no changes in this agreement. g. DHA Board Member Appointment-5 members Konisha Williams, Kyle Lutz, Carol Rogers, Yvette Nesbitt, Wayne Smith. i. SSO- approve Rose Hill PTA.

6. Board Committees

Discussion: Communicate with Dr. King on routine meetings that you would like to have.

7. Other Updates

- | | |
|---------------------------|-----------------|
| a. TLN Update | Black |
| b. JMCEA Update | Davis |
| c. Personnel Update | Catlett |
| d. Capital Project Update | Catlett |
| e. Academic Update | Williams |
| f. Communications Update | Hammond |

Discussion: a. TLN Ms. Black had not updates. b. JMCEA- Mr. Davis stated that the teachers are working really hard during the second week of school. Keep up the good work. c. Dr. Catlett gave an update on personnel staff we currently have 19 vacancies and are working really hard to fill them. We are in need of 29 bus drivers and has put up signs around town to recruit bus drivers. Has hired 3 janitors for JCM and two additional SRO officers. Will schedule a tour next week to look at facilities. f. Currently, have 12,744 students enrolled, 1197 freshman, 536 PreK, 409 JASA, 144 New Employees in which 95 are New teachers.

8. Comments by board members and/or superintendent

Discussion: Superintendent announced that every month we will present a purple cord for making a 30+ on ACT and how they can help other students. We have 19 different industry programs in which they can get certification which improves the hireability. We have a partnership with University of Memphis for Madison, Jackson State for Early College High and now Union for JASA until Maleus is ready. JASA will have open house this Thursday 3-6 p. Current enrollment is 409. One stop hub for family support -Social and Behavioral Department in which they will be recognized Thursday night. Dr. King announced the start of Latisha and Marlon King SEAL Endowment Scholarship. This will be for JMCSS students majoring in Science, Education, Arts, and Law. He is using his bonus to begin this endowment.

9. Adjournment

Discussion: Meeting was adjourned at 7:38 pm

Chairperson

Superintendent

Click here to choose a school board.

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date:
		Rescinds:	Issued:

1 *General*

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

11 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
12 principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport
13 are reasonable. Athletic schedules shall be filed in each principal's office. The principal/designee shall
14 accompany an athletic team on trips. Transportation of teams to athletic games is approved by the Board,
15 provided the team's school reimburses the Board for mileage.

16 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
17 of athletics.³ The Director of Schools shall develop a code of conduct for all coaches to follow in order
18 to ensure the health and safety of athletes.⁴

19 **INSURANCE & PHYSICAL EXAMINATIONS**

20 In the event that the school's insurance provider does not extend coverage to an athlete, the athlete shall
21 provide proof of independently secured catastrophic coverage and liability coverage, with the school
22 district as a named insured, of not less than the limits set forth in state law.⁵ It shall be the responsibility
23 of the parent(s)/guardian(s) to provide health and hospitalization insurance for all students participating
24 in interscholastic athletics.

25 Prior to participation in interscholastic athletics, every student shall complete an annual physical
26 examination.⁶ The parent(s)/guardian(s) of each student shall be responsible for covering the cost of the
27 examination, and these records shall be on file in the principal's office.

28 **SCHEDULING CONFLICTS**

29 No principal or teacher shall dismiss his/her school or any group of students for the purpose of attending
30 the practice of any interscholastic sport during the school day without written permission from the
31 Board.⁷ This does not prevent regular physical training lessons in the daily school program.

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

5 **SEVERE WEATHER⁴**

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

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

13 **PROHIBITION AGAINST HAZING**

14 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone, or
15 tolerate hazing activities.⁹

Legal References

1. 34 CFR § 106.41; 20 USCA § 1681 et seq.
2. Public Acts of 2021, Chapter No. 40
3. TRR/MS 0520-01-02-.08(1)
4. Public Acts of 2021, Chapter No. 272
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Extracurricular Activities 4.300
Attendance 6.200

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200	Issued Date:
		Rescinds: 5.200	Issued: 07/15/21

1 **SUSPENSION PENDING AN INVESTIGATION¹**

2 The Director of Schools may suspend a teacher at any time that may seem necessary, pending
3 investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation
4 is not the subject of an ongoing criminal investigation or a Department of Children's Services
5 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
6 not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend
7 a teacher with pay. If vindicated or reinstated, the teacher shall be paid full salary for the period of
8 suspension.

9 **SUSPENSION OF THREE DAYS OR LESS^{2,3}**

10 The Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,
11 unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1) provided
12 with written notice, including the reasons for the suspension along with an explanation of the evidence;
13 (2) given an opportunity to respond to the Director of Schools at a conference, if requested in writing
14 within five (5) days; and (3) given a written decision of the suspension within ten (10) days from the
15 date of the conference. Both parties may be represented by counsel at the conference, which shall be
16 recorded.

17 Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated,
18 the tenured teacher shall be paid full salary for the period of suspension unless suspension without pay
19 is deemed to be an appropriate penalty.

20 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS⁴**

21 When a tenured teacher is charged with offenses that may justify dismissal or a suspension greater than
22 three (3) days, the charges shall be made in writing, specifically stating the offenses that are charged,
23 and shall be signed by the party or parties making the charges.

24 If, in the opinion of the Board, the charges are of such nature as to warrant the dismissal or a suspension
25 greater than three (3) days of the teacher, the Director of Schools shall give the teacher a written notice
26 of this decision, a copy of the charges against the teacher, and a copy of a form provided by the
27 Commissioner of Education advising the teacher of his/her legal duties, rights, and recourse.

28 A tenured teacher who has been given notice of charges against him/her may within thirty (30) days after
29 receipt of notice give written notice to the Director of Schools of his/her request for a hearing.

30 The Director of Schools shall, within five (5) days after receipt of request, assign a hearing officer from
31 the list maintained by the Board.

1 The Board shall maintain a list of qualified individuals who have indicated a willingness to act as
2 impartial hearing officers as defined under Tennessee law.

3 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the
4 parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of
5 issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following
6 receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any
7 prehearing conference may be conducted by telephone if each participant has an opportunity to
8 participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered
9 to issue appropriate orders and to regulate the conduct of the proceedings.

10 Either party may appeal to the Board an adverse ruling by giving written notice of appeal within ten (10)
11 working days of the hearing officer's delivery of the hearing officer's written findings and conclusions.
12 The Director of Schools shall prepare a copy of the proceedings, including all transcripts and evidence,
13 documentary or otherwise, and transmit the same to the Board within twenty (20) working days of the
14 receipt of the notice of appeal.

15 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party.
16 The appealing party may appear before the Board to argue why the adverse ruling should be overturned.
17 In no event should such argument last more than fifteen (15) minutes unless the Board votes to extend
18 additional time. At the conclusion of the hearing, any member of the Board may vote to sustain the
19 decision of the hearing officer, send the record back for additional evidence, revise the penalty, or reverse
20 the decision. The Board shall render its decision within ten (10) working days after the conclusion of the
21 hearing. In the event that the decision of the Board is appealed to the chancery court, the Board shall
22 transmit the entire record prepared by the Director of Schools and reviewed by the Board to the chancery
23 court for its review.

24 **RESIGNATION**

25 A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the
26 effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable
27 extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days'
28 notice requirement and permit a teacher to resign in good standing.⁵

29 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

- 30 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
31 statement of a physician approved by the Board; or
- 32 2. The release by the Board of the teacher from the contract that the teacher has entered into with
33 the Board.

34 Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the
35 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
36 Failure to render such notice may be considered a breach of contract.⁷

37 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
38 the State Board of Education and request the suspension of a teacher's license. After the State Board of

1 Education has provided the teacher an opportunity for defense during a hearing, the **Commissioner of**
2 **Education State Board of Education** may suspend the license for no less than thirty (30) days and no
3 more than three hundred sixty-five (365) days.⁸

4 **RETIREMENT**

5 Retirement is a termination of services under conditions that will allow the teacher to draw benefits from
6 retirement plans and/or Social Security benefits. Teachers eligible for retirement benefits may elect to
7 retire at any age according to the provisions of the retirement system.

8 Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the
9 responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee
10 Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring
11 teacher to file for benefits.

12 Teachers who retire under TCRS may be employed up to one hundred twenty (120) days per year without
13 loss of retirement benefits. Retired teachers may substitute teach for additional days if the Director of
14 Schools certifies in writing to the Division of Retirement that no other qualified personnel are available
15 to substitute teach.⁹

16 The Director of Schools may employ teachers retired for at least one (1) year for full-time employment
17 as a Kindergarten through twelfth (K-12) grade teacher on a year-to-year basis. Retirement benefits will
18 not be lost or suspended under certain conditions which include, but are not limited to, the following:¹⁰

- 19 1. The Director of Schools of the employing district shall certify in writing that no other qualified
20 individuals are available to fill the position;
- 21 2. The Commissioner of Education shall certify that the employing school district serves an area
22 that lacks qualified teachers to serve in the position to be filled;
- 23 3. The retired teacher shall hold a valid license and shall not be entitled to tenure status;
- 24 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
25 receive medical insurance coverage; and
- 26 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the
27 Board for teachers with no experience filling similar positions or more than eighty-five percent
28 (85%) of the rate of compensation set by the Board for teachers with comparable training and
29 years of experience filling similar positions.

30 **SEVERANCE PAY**

31 *Retirement*

32 Persons employed by the Jackson-Madison County School System on the date of retirement shall be granted
33 severance pay upon their retirement under any of the Board-approved retirement plans.

1 Upon retirement from the Jackson-Madison County School System, an employee must have accumulated a total
2 of seventy-five (75) sick leave days and must meet all requirements for retirement on the date last employed by
3 the school system to become eligible to receive retirement severance pay.

4 Sick leave days transferred to the Jackson-Madison County School System from other systems agencies, or
5 departments shall not be included for severance pay provisions unless the employee has been employed by the
6 Jackson-Madison County School System for five (5) consecutive years immediately prior to retirement. The
7 amount of severance pay shall be computed on the basis of the daily salary of the employee for fifty percent
8 (50%) of the accrued sick leave days over the seventy-five (75). The daily salary shall be determined by
9 dividing the contracted annual salary by the number of days employed as established by the job description of
10 the employee during the fiscal year in which retirement from the Jackson-Madison County School System
11 occurs

12 ***Death***

13 In the event of termination of employment as a result of death and provided the employee has completed at least
14 five years of service in the Jackson-Madison County School System and has accumulated more than seventy-
15 five (75) unused sick leave days the severance payment shall be made to the beneficiary designated in writing to
16 the Board for the purpose of life insurance.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b)
9. TCA 8-36-805
10. TCA 8-36-821

Cross References

- Public Hearings 1.401
Recommendations and File Transfers 5.203

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Non- Tenured Teachers	Descriptor Code: 5.201	Issued Date:
		Rescinds: 5.201	Issued: 07/15/31

1 **SUSPENSION PENDING AN INVESTIGATION¹**

2 The Director of Schools may suspend a teacher at any time that may seem necessary, pending
3 investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation
4 is not the subject of an ongoing criminal investigation or a Department of Children's Services
5 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
6 not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend
7 a non-tenured teacher with pay. If vindicated or reinstated, the non-tenured teacher shall be paid full
8 salary for the period of suspension.

9 **SUSPENSION OF THREE DAYS OR LESS²**

10 The Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,
11 unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1) provided
12 with written notice, including the reasons for the suspension along with an explanation of the evidence;
13 (2) given an opportunity to respond to the Director of Schools at a recorded conference, if requested in
14 writing within five (5) days; and (3) given a written decision of the suspension within ten (10) days of
15 the date of the conference. Both parties may be represented by counsel at the conference, which shall be
16 recorded.

17 Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If
18 reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension
19 without pay is deemed to be an appropriate penalty.

20 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²**

21 The Director of Schools may dismiss or suspend for more than three (3) days any non-tenured teacher
22 during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect
23 of duty after giving the non-tenured teacher, in writing, due notice of the charges.

24 The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing
25 before an impartial hearing officer.

26 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
27 hear the case, and the teacher shall have the right to:

- 28 1. Be represented by counsel;
- 29
- 30 2. Call and subpoena witnesses;
- 31

1 3. Examine all witnesses; and

2
3 4. Require that all testimony be given under oath.

4 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the
5 affected teacher within ten (10) working days following the close of the hearing. The teacher may appeal
6 the decision to the Board within ten (10) working days of the hearing officer rendering the written
7 decision to the teacher. Written notice of appeal to the Board shall be given to the Director of Schools.
8 Within twenty (20) working days of receipt of notice, the Director of Schools shall prepare a copy of the
9 proceedings, including all transcripts and evidence, documentary or otherwise, and provide the Board a
10 copy of the same.

11 The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in
12 the same manner as the non-tenured teacher.

13 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may
14 appear in person or be represented by counsel and argue why the decision should be modified or reversed.
15 In no event should such argument last more than fifteen (15) minutes unless the Board votes to extend
16 additional time. The Board shall take one of the following actions:

17 1. Sustain the decision;

18
19 2. Send the record back if additional evidence is necessary; or

20
21 3. Revise the penalty or reverse the decision.

22 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
23 sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days
24 after the conclusion of the hearing.

25 Within twenty (20) working days after receipt of notice of the decision of the Board, either party may
26 appeal to the chancery court in the county where the school district is located. The Board shall provide
27 the entire record of the hearing to the court.

28 **NONRENEWAL**

29 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
30 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
31 or tenure protections.

32 The principal is responsible for discussing deficiencies as part of the evaluation process with the non-
33 tenured teacher and providing assistance for overcoming these deficiencies.

34 The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their
35 contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher,
36 the following action shall be taken:

37 1. The Board shall be notified at the next regular board meeting; and

- 1 2. Written notice of non-renewal shall be sent to the teacher by certified mail or overnight carrier
2 or by email to the email address used by the School System to communicate with the teacher
3 hand delivered or sent to the teacher by registered mail so that it will be received by the teacher
4 within five (5) business days following the last instructional day for the school year.³

5 **RESIGNATION**

6 A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the
7 effective date of the resignation.⁴ The Board may waive the thirty (30) days notice requirement and
8 permit a teacher to resign in good standing.

9 The conditions under which it is permissible to break a contract with the Board are as follows:⁵

- 10 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
11 statement of a physician approved by the Board; or
12
- 13 2. The release by the Board of the teacher from the contract which the teacher has entered into with
14 the Board.

15 Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the
16 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
17 Failure to render such notice may be considered a breach of contract.⁶

18 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
19 the State Board of Education and request the suspension of a teacher's license. After the State Board of
20 Education has provided the teacher an opportunity for defense during a hearing, the **Commissioner of**
21 **Education State Board of Education** may suspend the license for no less than thirty (30) days and no
22 more than three hundred sixty-five (365) days.⁷

23 **RETIREMENT**

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25 from retirement plans and/or Social Security benefits.

26 Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the
27 retirement system. Central office personnel shall assist teachers in securing retirement benefits; however,
28 it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from
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- 9 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
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- 12 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the
13 Board for teachers with no experience filling similar positions or more than eighty-five percent
14 (85%) of the rate of compensation set by the Board for teachers with comparable training and
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19 granted severance pay upon their retirement under any of the Board-approved retirement plans.

20 Upon retirement from the Jackson-Madison County School System, an employee must have
21 accumulated a total of seventy-five (75) sick leave days and must meet all requirements for retirement
22 on the date last employed by the school system to become eligible to receive retirement severance pay.

23 Sick leave days transferred to the Jackson-Madison County School System from other systems
24 agencies, or departments shall not be included for severance pay provisions unless the employee has
25 been employed by the Jackson-Madison County School System for five (5) consecutive years
26 immediately prior to retirement. The amount of severance pay shall be computed on the basis of the
27 daily salary of the employee for fifty percent (50%) of the accrued sick leave days over the seventy-
28 five (75). The daily salary shall be determined by dividing the contracted annual salary by the number
29 of days employed as established by the job description of the employee during the fiscal year in which
30 retirement from the Jackson-Madison County School System occurs.

31 *Death*

32 In the event of termination of employment as a result of death and provided the employee has
33 completed at least five years of service in the Jackson-Madison County School System and has
34 accumulated more than seventy-five (75) unused sick leave days the severance payment shall be made
35 to the beneficiary designated in writing to the Board for the purpose of life insurance.

36 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*
37 *does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of non-*
38 *tenured teachers after the contract year follows the nonrenewal guidelines outlined in this policy.)*

39

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(GG); TCA 49-5-512
3. TCA 49-5-409
4. TCA 49-5-508
5. TCA 49-5-411(a)
6. TCA 49-5-706
7. TCA 49-5-411(b)(4)
8. TCA 8-36-805
9. TCA 8-36-821

Cross References

Public Hearings 1.401
Recommendations and File Transfers 5.203

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Code of Conduct	Descriptor Code: 6.300	Issued Date: Click here to enter a date.
		Rescinds: 6.300	Issued: 02/13/20

1 The Board delegates to the Director of Schools the responsibility of developing specific codes of
2 conduct which are appropriate for each level of school. Codes of conduct for students in pre-
3 kindergarten or kindergarten shall utilize alternative disciplinary practices such as restorative practices
4 including teaching new behaviors, redirecting, problem solving skill development, community circles,
5 structured reflection breaks and calming stations. Exclusionary discipline shall only be used as a
6 measure of last resort. The development of each code shall involve principals and staff members of
7 each level and shall be consistent with the relevant policies as adopted by the Board.¹

8 The following levels of misbehavior and disciplinary procedures and options are standards designed to
9 protect all members of the educational community in the exercise of their rights and duties and to
10 maintain a safe learning environment where orderly learning is possible and encouraged.² These
11 misbehaviors apply to student conduct on school buses, on school property, and while students are on
12 school-sponsored outings. Staff members shall ensure that disciplinary measures are implemented in a
13 manner that.³

- 14 1. Balances accountability with an understanding of traumatic behavior;
- 15
- 16 2. Teaches school and classroom rules while reinforcing that violent or abusive behavior is not
17 allowed at school;
- 18
- 19 3. Minimizes disruptions to education with an emphasis on positive behavioral supports and
20 behavioral intervention plans;
- 21
- 22 4. Creates consistent rules and consequences; and
- 23
- 24 5. Models respectful, non-violent relationships.

25 In order to ensure that these goals are accomplished, the school district shall utilize the following
26 trauma-informed discipline practices: such as Restorative practices, Response to Instruction and
27 Intervention for Behavior (RTI2B), systems of supports and behavior intervention plans. Intervention
28 strategies may be used prior to or in addition to any disciplinary response to student behavior.

29 MISBEHAVIORS: LEVEL I

30 This level includes minor misbehavior on the part of the student which impedes orderly classroom
31 guidelines or interferes with the orderly operation of the school but which can usually be handled by an
32 individual staff member.

1 *Examples (not an exclusive listing)*

- 2 • Classroom disturbances
- 3 • Classroom tardiness
- 4 • Cheating and lying
- 5 • Abusive language
- 6 • Failure to do assignments or carry out directions
- 7 • Wearing, while on the grounds of a public school during the regular school day,
- 8 clothing that exposes underwear or body parts in an indecent manner that disrupts the
- 9 learning environment⁴
- 10 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
- 11 cyber-bullying, and/or hazing)

12 *Disciplinary Procedures*

- 13 • The staff member intervenes immediately.
- 14 • The staff member determines what offense was committed and its severity.
- 15 • The staff member determines who committed the offense and if he/she understands the
- 16 nature of the offense.
- 17 • The staff member employs appropriate disciplinary options.
- 18 • The record of the offense and disciplinary action shall be maintained by the staff
- 19 member.

20 *Disciplinary Options*

- 21 • Verbal reprimand
- 22 • Special assignment
- 23 • Restricting activities
- 24 • Counseling
- 25 • Withdrawal of privileges
- 26 • Issuance of demerits
- 27 • Strict supervised study
- 28 • Detention
- 29 • In-school suspension
- 30 • Trauma-Informed Practices such as e.g. Building Relationships, Creating a Safe
- 31 Environment, Calming Exercises/Mindfulness, Restorative Practices, Conflict
- 32 Resolution, Student Support Groups, Counseling, Mentoring, Peer Mediation and
- 33 Behavior Intervention Plans

34 **MISBEHAVIORS: LEVEL II**

35 This level includes misbehavior whose frequency or seriousness tends to disrupt the learning climate of

36 the school. These misbehaviors do not represent a direct threat to the health and safety of others but

37 have educational consequences serious enough to require corrective action on the part of

38 administrative personnel.

1 *Examples (not an exclusive listing)*

- 2 • Continuation of unmodified Level I misbehaviors
3 • Using forged notes or excuses
4 • Disruptive classroom behavior

5 *Disciplinary Procedures*

- 6 • The student is referred to the principal for appropriate disciplinary action.
7 • The principal meets with the student and the staff member.
8 • The principal hears the accusation made by the staff member and allows the student the
9 opportunity to explain his/her conduct.
10 • The principal takes appropriate disciplinary action and notifies the staff member of the
11 action.
12 • The record of offense and disciplinary action shall be maintained by the principal.

13 *Disciplinary Options*

- 14 • Teacher/schedule change
15 • Peer counseling
16 • Referral to outside agency
17 • In-school suspension
18 • Transfer
19 • Detention
20 • Suspension from school-sponsored activities or from riding school bus
21 • Out-of-school suspension
22 • Trauma-Informed Practices such as e.g. Building Relationships, Creating a Safe
23 Environment, Calming Exercises/Mindfulness, Restorative Practices, Conflict
24 Resolution, Student Support Groups, Counseling, Mentoring, Functional Behavior
25 Assessments and Behavior Intervention Plans

26 **MISBEHAVIORS: LEVEL III**

27 This level includes acts directly against persons or property but whose consequences do not seriously
28 endanger the health or safety of others in the school.

29 *Examples (not an exclusive listing)*

- 30 • Continuation of unmodified Level I and II misbehaviors
31 • Fighting
32 • Vandalism (minor)
33 • Use, possession, sale, distribution, and/or being under the influence of tobacco or
34 alcohol
35 • Use, possession, sale, or distribution of drug paraphernalia
36 • Use, sale, distribution, and/or being under the influence of drugs
37 • Stealing

- 1 • Threats to others
- 2 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
- 3 cyber-bullying, and/or hazing)

4 *Disciplinary Procedures*

- 5 • The student is referred to the principal for appropriate disciplinary action.
- 6 • The principal meets with the student and the staff member.
- 7 • The principal hears the accusation and allows the student the opportunity to explain
- 8 his/her conduct.
- 9 • The principal takes appropriate disciplinary action.
- 10 • The principal may refer the incident to the Director of Schools and make
- 11 recommendations for consequences.
- 12 • The record of offense and disciplinary action shall be maintained by the principal.

13 *Disciplinary Options*

- 14 • In-school suspension
- 15 • Detention
- 16 • Restitution from loss, damage, or stolen property
- 17 • Out-of-school suspension
- 18 • Social adjustment classes
- 19 • Transfer
- 20 • Trauma-Informed Practices such as e.g. Building Relationships, Creating a Safe
- 21 Environment, Calming Exercises/Mindfulness, restorative Practices, Conflict
- 22 Resolution, Student Support Groups, Counseling, Functional Behavior Assessments,
- 23 Behavior Intervention Plans, Referrals to outside organizations and social services,
- 24 Referral to outside health and mental health services

25 **MISBEHAVIORS: LEVEL IV**

26 This level of misbehavior includes acts which result in violence to another's person or property or
27 which pose a threat to the safety of others in the school. These acts are so serious that they usually
28 require administrative actions which result in the immediate removal of the student from the school,
29 the intervention of law enforcement authorities, and/or action by the Board.

30 If a student's action poses a threat to the safety of others in the school, a teacher, principal, school
31 employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or
32 death to another person.⁵

33 *Examples (not an exclusive listing)*

- 34 • Continuation of unmodified Level I, II, and III misbehaviors
- 35 • Death threat
- 36 • Extortion
- 37 • Bomb threat

- 1 • Possession, use, and/or transfer of dangerous weapons
- 2 • Assault that results in bodily injury upon any teacher, principal, administrator, any other
- 3 employee of the school, or a school resource officer*
- 4 • Aggravated assault*
- 5 • Vandalism
- 6 • Theft, possession, and/or sale of stolen property
- 7 • Arson
- 8 • Possession of unauthorized substances (e.g. any controlled substance, controlled
- 9 substance analogue, or legend drug) *
- 10 • Use or transfer of unauthorized substances
- 11 • Victimization of any student (harassment (sexual, racial, ethnic, religious), bullying,
- 12 cyber-bullying, and/or hazing)
- 13 • Electronic threat to cause bodily injury or death to another student or school employee

14 *Disciplinary Procedures*

- 15 • The principal confers with appropriate staff members and with the student.
- 16 • The principal hears the accusations and allows the student the opportunity to explain
- 17 his/her conduct.
- 18 • The parent(s)/guardian(s) are notified.
- 19 • Law enforcement officials are contacted.
- 20 • The incident is reported, and recommendations are made to the Director of Schools.
- 21 • If the student's placement is to be changed, adequate notice of the charges shall be
- 22 given to the student and his/her parent(s)/guardian(s) and his/her right to appear at a
- 23 hearing.

24 *Disciplinary Options*

- 25 • Other hearing authority or Board action which results in appropriate placement
- 26 • Trauma-Informed Practices such as; Referrals to outside organization and social
- 27 services and Referral to outside health and mental health services

28 * Designates zero tolerance offenses.

29 **Bus Conduct Discipline Procedures**

30 All bus infractions are considered a safety violation. Since a school bus driver's first and primary duty
 31 is the safe operation of the school bus, a safe and orderly environment is a necessity to accomplish this
 32 goal. Therefore, any action that distracts the driver from this very important goal is considered a safety
 33 violation. In order to keep our buses safe for everyone, students must exhibit self-responsibility to
 34 enjoy the privilege of riding a JMCSS bus.

35 As a result, safety violations will result in a student losing the privilege of riding a JMCSS bus. See
 36 the following chart of infractions and consequences. Please note, Special Education students are held
 37 to the same safety standards as regular education students. However, for any disciplinary action that
 38 involves a long-term suspension, 10 or more days, or multiple short-term suspensions, consultation

1 with the special education department will be necessary to ensure IEP's and all appropriate laws are
2 followed. All bus infractions should be documented on the appropriate forms and recorded
3 immediately at the school level.

4 Tier I infractions: (I.E. not sitting, standing in the seat, the use of profanity, and all other infractions
5 that interfere with the safe operation of a school bus that are non-violent)

6 K-12 All first-time non-violent safety violations will result in a verbal warning from the school
7 administrator and immediate contact with the parent explaining the need for bus safety and
8 future consequences for non-compliance.

9 K-2 Second non-violent safety violation; 1-day bus suspension
10 Third non-violent safety violation; 3-day bus suspension
11 Fourth non-violent safety violation, 20 – day bus suspension
12 Fifth non-violent safety violation, bus suspension for the remainder of the school year

13 3-5 Second non-violent safety violation; 3-day bus suspension
14 Third non-violent safety violation; 20-day bus suspension
15 Fourth non-violent safety violation, 40-day bus suspension
16 Fifth non-violent safety violation, bus suspension for the remainder of the school year

17 6-12 Second non-violent safety violation; 5 –day bus suspension
18 Third non-violent safety violation; 20-day bus suspension
19 Fourth non-violent safety violation, bus suspension for the remainder of the school year

20 Tier II infractions: (Any safety infraction that exhibits aggression toward an employee; or another
21 student; or may bring harm to bystanders; or directly interferes with the operation of a school bus; or
22 any type of vandalism of the bus. (I.E. fighting, threatening an employee (s) or other students,
23 throwing objects from or on the bus; direct interference with the driver as in hitting them with an
24 object or interfering with the steering wheel, gearshift or other critical instruments on the bus; cutting
25 seats, writing on seats or any other type of damage to the school bus.)

26 K-2 First violation for aggression/vandalism; 5-day bus suspension
27 Second violation for aggression/vandalism; 20-day bus suspension
28 Third violation for aggression/vandalism; 90-day bus suspension
29 Fourth violation for aggression/vandalism; bus suspension for the remainder of the school year

30 3-5 First violation for aggression/vandalism; 10-day bus suspension
31 Second violation for aggression/vandalism; 20-day bus suspension
32 Third violation for aggression/vandalism; 90-day bus suspension
33 Fourth violation for aggression/vandalism; bus suspension for the remainder of the school year

34 6-12 First violation for aggression/vandalism; 20-day suspension
35 Second violation for aggression/vandalism; 90-day bus suspension
36 Third violation for aggression/vandalism; bus suspension for the remainder of the school year

- 1 Tier III violations (I.E. weapons, drugs, sexual misconduct, or other serious actions that may involve
2 law enforcement and or possible criminal charges)
3 K-12 Consultation with the building Principal, District Level Leader of Student Services,
4 Transportation Administrator, and other relevant district office or school level staff for
5 appropriate discipline; long-term loss of riding privileges that may span multiple school years.
6 All Tier III violations are subject to a referral to the JMCSS Disciplinary Hearing Board.
- 7 *Once a student is suspended from a bus, they may not ride any JMCSS bus for any reason from that
8 point forward until the suspension is served. Also, if a student is discovered riding any bus while
9 suspended, will be considered trespassing. Furthermore, students will not be able to ride on the PM
10 route once they have been suspended.
- 11 *Any disciplinary consequence may be moved to a higher level based on the building level
12 investigation.

Legal References

1. TCA 49-6-4005; TCA 49-6-3024
2. TCA 49-6-4002 to 4005; 20 USCA § 7114, 7118
3. Public Acts of 2019, Chapter No. 421
4. TCA 49-6-4009
5. TCA 49-6-4008

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Student Discrimination, Harassment, Bullying,
Cyber-bullying, and Intimidation 6.304
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Detention 6.315
Suspension 6.316
Safe Relocation of Students 6.4081

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Rights and Responsibilities of Students	Descriptor Code: 6.301	Issued Date:
		Rescinds: 6.301	Issued: 07/12/12

1 The Board expects all employees, students, and parent(s)/guardian(s) to assume the responsibility for
2 appropriate behaviors in the school.

3 Each student has the right to:

- 4 1. Have the opportunity for a free education in the most appropriate learning environment;
- 5
- 6 2. Be secure in his/her person, papers, and effects against unreasonable searches and seizure;
- 7
- 8 3. Be educated in a safe and secure environment;
- 9
- 10 4. Have appropriate resources and opportunities for learning;
- 11
- 12 5. Not be discriminated against on the basis of sex, race, color, creed, religion, national origin, or
- 13 disabilities;¹ and
- 14
- 15 6. Be fully informed of school rules and regulations.

16 Each student has the responsibility to:

- 17 1. Know and adhere to the board's policies and the district's administrative procedures;
- 18
- 19 2. Respect the human dignity and worth of every other individual;
- 20
- 21 3. Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
- 22
- 23 4. Study and maintain the best possible level of academic achievement;
- 24
- 25 5. Be punctual and present in the regular school program;
- 26
- 27 6. Dress and groom in a manner that meets reasonable standards of health, cleanliness, modesty,
- 28 and safety;
- 29
- 30 7. Maintain and/or improve the school environment, preserve school and private property, and
- 31 exercise care while using school facilities;
- 32
- 33 8. Refrain from behavior which would lead to physical or emotional harm or disrupts the
- 34 educational process;

- 1 9. Respect the authority of school administrators, teachers, and other authorized personnel in
- 2 maintaining discipline in the school and at school-sponsored activities;
- 3
- 4 10. Obey the law and school rules as to the possession or the use of alcohol, illegal drugs, and other
- 5 unauthorized substances or materials; and
- 6
- 7 11. Possess on school grounds only those materials which are acceptable under the law and accept
- 8 the consequences for articles stored in one's locker.

Legal References

1. 20 USCA § 1703

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Procedural Due Process	Descriptor Code: 6.302	Issued Date:
		Rescinds: 6.302	Issued: 04/14/16

1 *General*

2 Before school authorities administer disciplinary measures, reasonable inquiry shall be made to
3 determine the truth of what happened.¹ The nature of this inquiry will vary in degree with the
4 seriousness of the offense and the consequence.

5 **MINOR OFFENSES**

6 For minor offenses where corrective measures are taken by the classroom teacher, no formal procedure
7 is required. The teacher shall ensure the following:

- 8 1. The offender is accurately identified;
9
10 2. That he/she understands the nature of the offense; and
11
12 3. That he/she understands the consequences for the offense.

13 **SEVERE OFFENSES**

14 In cases of severe offenses where there is a possibility of suspension, the student shall be advised of
15 the nature of his/her misconduct, questioned about it, and allowed to give an explanation.²

16 If a student is suspended more than ten (10) days, he/she shall receive notice of the right to appeal to
17 the Disciplinary Hearing Authority (**if applicable**).³

Legal References

1. *Ingraham v. Wright*, 430 U.S. 651 (1977)
2. *Goss v. Lopez*, 419 U.S. 565 (1975)
3. TCA 49-6-3401(c)(4)(A)—(B)

Cross References

Code of Conduct 6.300
Interrogations and Searches 6.303
Suspension 6.316
Disciplinary Hearing Authority 6.317

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Interrogations and Searches	Descriptor Code: 6.303	Issued Date:
		Rescinds: 6.303	Issued: 07/12/12

1 INTERROGATIONS BY SCHOOL PERSONNEL

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

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

9 INTERROGATIONS BY POLICE AT PRINCIPAL'S REQUEST

10 If the principal has requested assistance by law enforcement to investigate a crime involving his/her
11 school, the police may interrogate a student suspect in school during school hours. The principal shall
12 first attempt to notify the parent(s)/guardian(s) of the student unless circumstances require otherwise.
13 However, the interrogation may proceed without attendance of the parent(s)/guardian(s), but the
14 principal/designee shall be present during the interrogation.¹

15 POLICE-INITIATED INTERROGATIONS

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

22 SEARCHES BY SCHOOL PERSONNEL

23 In order to ensure a safe and secure learning environment, the Director of Schools shall develop
24 procedures regarding the searching of students, lockers, vehicles, and containers which are consistent
25 with state law. The Director of Schools shall develop additional procedures to ensure compliance with
26 all of the provisions of the School Security Act of 1981.^{1,2}

27

28

29

1 USE OF METAL DETECTORS

2 In view of the escalating presence of weapons in the schools, the Board of Education authorizes the use
3 of hand-held or walk-through metal detectors to check a student's person or personal effects as follows:

4 School officials or law enforcement officers may conduct metal detector checks of groups of individuals
5 if the checks are done in a minimally-intrusive, nondiscriminatory manner (e.g., on all students in a
6 randomly selected class; or every third individual entering an athletic event). Metal detector checks of
7 groups of individuals may not be used to single out a particular individual or category of individuals.

8 If a school official or a law enforcement officer has reasonable suspicion to believe that a particular
9 student is in possession of an illegal or unauthorized metal-containing object or weapon, s/he may
10 conduct a metal detector check of the student's person and personal effects.

11 A student's failure to permit a metal detector check as provided in this policy will be considered grounds
12 for disciplinary action including possible suspension.

13 The director of schools shall develop procedures for use of metal detectors.

14

Legal References

1. TCA 49-6-4203(b)
2. TCA 49-6-4201 *et seq.*; Tenn. Op. Att'y Gen. No. 14-21 (February 24, 2014)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation	Descriptor Code: 6.304	Issued Date: Click here to enter a date.
		Rescinds: 6.304	Issued: 07/30/20

1 In order to maintain a safe, civil, and supportive environment in school for students to learn and achieve
2 high academic standards, acts of bullying, cyber-bullying, discrimination, harassment, intimidation,
3 hazing, or any other victimization of students, based on any actual or perceived traits or characteristics,
4 are prohibited.¹

5 This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).² This
6 policy shall cover employees, employees' behaviors, students, and students' behaviors while on school
7 property, at any school-sponsored activity, on school-provided equipment or transportation, or at any
8 official school bus stop. If the act takes place off of school property or outside of a school-sponsored
9 activity, this policy is in effect if the conduct is directed specifically at a student and has the effect of
10 creating a hostile educational environment or otherwise creating a substantial disruption to the education
11 environment or learning process.

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

14 The Director of Schools shall develop forms and procedures to ensure compliance with the
15 requirements of this policy and state law.

16 **DEFINITIONS⁴**

17 "Bullying/Intimidation/Harassment" is an act that substantially interferes with a student's educational
18 benefits, opportunities, or performance, and the act has the effect of:

- 19 1. Physically harming a student or damaging a student's property;
- 20
- 21 2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to
22 the student's property;
- 23
- 24 3. Causing emotional distress to a student; or
- 25
- 26 4. Creating a hostile educational environment.

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

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

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

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

12 COMPLAINTS AND INVESTIGATIONS

13 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
14 promptly report such information to the principal/designee.⁶

15 While reports may be made anonymously, an individual's need for confidentiality shall be balanced with
16 obligations to cooperate with police investigations or legal proceedings, to provide due process to the
17 accused, to conduct a thorough investigation, or to take necessary actions to resolve a complaint. The
18 identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a
19 need to know.

20 The principal/designee at each school shall be responsible for investigating and resolving complaints.
21 Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48)
22 hours of receipt of the report. If an investigation is not initiated within forty-eight (48) hours, the
23 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
24 reasons why the investigation was not initiated within the required timeframe.⁷ The principal/designee
25 shall immediately notify the parent(s)/guardian(s) when a student is involved in an act of discrimination,
26 harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information
27 on district counseling and support services. Students involved in an act of discrimination, harassment,
28 intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the
29 principal/designee when deemed necessary.⁸

30 The principal/designee is responsible for determining whether an alleged act constitutes a violation of
31 this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

- 32 1. It places the student in reasonable fear or harm for the student's person or property;
- 33
- 34 2. It has a substantially detrimental effect on the student's physical or mental health;
- 35
- 36 3. It has the effect of substantially interfering with the student's academic performance; or
- 37
- 38 4. It has the effect of substantially interfering with the student's ability to participate in or benefit
- 39 from the services, activities, or privileges provided by a school.

1 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and
2 complete investigation of each alleged incident. All investigations shall be completed and appropriate
3 intervention taken within twenty (20) calendar days from the receipt of the initial report.⁷ If the
4 investigation is not complete or intervention has not taken place within twenty (20) calendar days, the
5 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
6 reasons why the investigation has not been completed or the appropriate intervention has not taken
7 place.⁷ Within the parameters of the federal Family Educational Rights and Privacy Act,⁹ a written report
8 on the investigation will be delivered to all involved parties and the Director of Schools.

9 **RESPONSE AND PREVENTION**¹⁰

10 The principal/designee shall consider the nature and circumstances of the incident, the age of the
11 individual, the degree of harm, previous incidences or patterns of behavior, or any other factors, as
12 appropriate, to properly respond to each situation.

13 A substantiated charge against an employee shall result in disciplinary action up to and including
14 termination. The employee may appeal this decision by contacting the Federal Rights Coordinator or the
15 Director of Schools/Designee.

16 A substantiated charge against a student may result in corrective or disciplinary action up to and
17 including suspension. The student may appeal this decision in accordance with disciplinary policies and
18 procedures.

19 **REPORTS**

20 When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of
21 physical harm to a student or a student's property, the principal/designee of each middle school, junior
22 high school, or high school shall report the findings and any disciplinary actions taken to the Director of
23 Schools and the Chair of the Board.¹¹

24 By July 1st of each year, the Director of Schools/designee shall prepare a report of all of the bullying
25 cases brought to the attention of school officials during the prior academic year. The report shall also
26 indicate how the cases were resolved and/or the reasons they are still pending. This report shall be
27 presented to the Board at its regular July meeting, and it shall be submitted to the state department of
28 education by August 1st.¹²

29 **RETALIATION AND FALSE ACCUSATIONS**

30 Retaliation against any person who reports or assists in any investigation of an act alleged in this policy
31 is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation
32 shall be determined by the principal/designee after consideration of the nature, severity, and
33 circumstances of the act.¹³

34 False accusations accusing another person of having committed an act prohibited under this policy are
35 prohibited. The consequences and appropriate remedial action for a person found to have falsely
36 accused another may range from positive behavioral interventions up to and including expulsion.¹⁴

Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686
2. TCA 49-6-4503(b)(11)
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. TCA 49-2-120
6. TCA 49-6-4503(b)(5)
7. TCA 49-6-4503(b)(6)
8. TCA 49-6-4503(b)(14)
9. 20 USCA § 1232g
10. TCA 49-6-4503(b)(4), (7)-(8)
11. TCA 49-6-4503(d)(3)
12. TCA 49-6-4503(c)(2)(B)
13. TCA 49-6-4503(b)(9)
14. TCA 49-6-4503(b)(10)

Cross References

Appeals to and Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802
Staff-Student Relations 5.610
Student Goals 6.100
Title IX & Sexual Harassment 6.3041
Code of Conduct 6.300
Student Concerns 6.305
Reporting Child Abuse 6.409
Student Suicide Prevention 6.415

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date:
		Rescinds: 6.3041	Issued: 08/13/20

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ This policy shall cover employees, employees'
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity
5 or event, on school-provided equipment or transportation, or at any official school bus stop in accordance
6 with federal law. This policy shall be disseminated annually to all school staff, applicants for
7 employment, students, and parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel
8 chosen to facilitate the grievance process shall not have a conflict of interest or bias for or against any
9 party of the complaint.³ If any person involved in the grievance process is involved in the complaint or
10 has a conflict of interest or bias, an alternative person will be assigned. These individuals shall receive
11 training on the Title IX's definition of sexual harassment, the scope of JMCSS's education programs and
12 activities, how to conduct an investigation and grievance process, and how to serve impartially.³

13 All employees shall receive training on complying with this policy and federal law.⁴

14 **TITLE IX COORDINATOR⁵**

15 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of
16 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and
17 shall provide input on an ongoing basis as appropriate.

18 Any individual may contact the Title IX Coordinator at any time using the information below:

19 **Title:** Deputy Superintendent of Academics, Students, and Schools.

20 **Mailing address:** 310 North Parkway, Jackson, TN 38305

21 **Phone number:** (731) 664-2500

22 **Email:** vcwilliams@jmcoss.org

23 **DEFINITIONS⁴**

24 "Complainant" is an individual who is alleged to be the victim of conduct that could constitute sexual
25 harassment.

26 "Respondent" is an individual who is reported to be the perpetrator of conduct that could constitute
27 sexual harassment.

1 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

- 2 1. A school district employee conditioning an aid, benefit, or service of an education program or
3 activity on an individual’s participation in unwelcome sexual conduct;
4
- 5 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
6 objectively offensive that it effectively denies a person equal access to the education program
7 or activity; or
- 8 3. Sexual assault,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ as defined by federal law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;
11
- 12 2. Verbal harassment or abuse;
13
- 14 3. Sexually suggestive pictures;
15
- 16 4. Sexually suggestive gesturing;
17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
19
- 20 6. Subtle or direct propositions for sexual favors; and
21
- 22 7. Touching of a sexual nature.

23 Sexual harassment may be directed against a particular person or persons, or a group, whether of the
24 opposite sex or the same sex.

25 “Supportive measures” are non-disciplinary, non-punitive, individualized services and shall be offered
26 to the complainant and the respondent, as appropriate and reasonably available, without fee or charge.
27 These measures may include, but are not limited to, the following:

- 28 1. Counseling;
29
- 30 2. Course modifications;
31
- 32 3. Schedule changes; and
33
- 34 4. Increased monitoring or supervision.

35 The measures offered to the complainant and the respondent shall remain confidential to the extent that
36 maintaining such confidentiality would not impair the ability of the school district to provide the
37 supportive measures.

1 **GRIEVANCE PROCESS**

2 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the
3 Title IX Coordinator shall:

- 4 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 5
- 6 2. Consider the complainant's wishes with respect to supportive measures;
- 7
- 8 3. Inform the complainant of the availability of supportive measures; and
- 9
- 10 4. Explain the process for filing a formal complaint.¹⁰

11 While the school district will respect the confidentiality of the complainant and the respondent as much
12 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall
13 be consistent with the school district's legal obligations and the necessity to investigate allegations of
14 harassment and take disciplinary action.

15 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
16 process has been completed.¹⁰ Unless there is an immediate threat to the physical health or safety of
17 any student arising from the allegation of sexual harassment that justifies removal, as determined after
18 an individualized safety and risk analysis, the respondent's placement shall not be changed.¹¹ If the
19 respondent is removed, the school district must provide the respondent with notice and an opportunity
20 to challenge the decision immediately after removal.¹¹ If the respondent is an employee, he/she may be
21 placed on administrative leave during the pendency of the grievance process.¹² The Title IX
22 Coordinator shall keep the Director of Schools informed of any employee respondents so that he/she
23 can make any necessary reports to the State Board of Education in compliance with state law.¹³

24 **Complaints**

25 Any employee who has actual knowledge of sexual harassment behaviors that may constitute a violation
26 of this policy shall immediately report such information to the Title IX Coordinator; however, nothing
27 in this policy requires a complainant to either report or file a formal complaint within a certain timeframe.
28 If the complaint involves the Title IX Coordinator, the complaint shall be filed with the Director of
29 Schools.

30 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
31 notification shall be made per the board policy on reporting child abuse.

32 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

- 33 1. Provide written notice to the known parties of the grievance process and the allegations
34 potentially constituting sexual harassment under Title IX with sufficient details then known and
35 with sufficient time to prepare a response before any initial interview. Sufficient details include
36 the identities of the parties involved (if known), the conduct allegedly constituting sexual
37 harassment, and the date and location of the alleged incident (if known).

- 1
- 2 2. Inform the parties of the prohibition against making false statement or knowingly submitting
- 3 false information;
- 4
- 5 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 6
- 7 4. Offer supportive measures in an equitable manner to both parties.

8 If, in the course of an investigation, the school district decides to investigate allegations about the
9 complainant or respondent that are not included in the notice described in paragraph 1, the school district
10 must provide notice of the additional allegations to the parties known at that time.

11 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
12 shall be provided to both parties simultaneously.¹⁵ If the conduct alleged in the formal complaint would
13 not constitute sexual harassment as defined by Title IX even if proven, did not occur in the school
14 district's education program or activity, or did not occur against a person in the United States, then the
15 school district must dismiss the formal complaint for purposes of sexual harassment under Title IX. The
16 school district could take action under another policy or code of conduct.¹⁵

17 The school district may dismiss a formal complaint or any allegations therein, if any time during the
18 investigation, a complainant notifies the Title IX Coordinator in writing that the complainant would like
19 to withdraw the formal complaint or any allegation therein; the respondent is no longer enrolled or
20 employed by the school district; or specific circumstances prevent the school district from gathering
21 evidence sufficient to reach a determination as to the formal complaint or allegations therein.¹⁵

22 The district may consolidate formal complaints as to the allegations of sexual harassment against more
23 than one respondent, or by more than one complainant against one or more respondents, or by one party
24 against the other party, where the allegations of sexual harassment arise out of the same facts or
25 circumstances.¹⁶

26 **Investigations**¹⁷

27 The Human Capital Partner shall serve as the investigator and be responsible for investigating complaints
28 in an equitable manner that involves an objective evaluation of all relevant evidence, including both
29 inculpatory and exculpatory evidence. No credibility determinations may be based on a person's status
30 as a complainant, respondent, or witness.¹⁸ The burden of proof and the burden for obtaining evidence
31 sufficient to reach a determination regarding responsibility rests on the school district and not the
32 complainant or respondent.¹⁹

33 Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours
34 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
35 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons
36 why the investigation was not initiated within the required timeframe.

37 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
38 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall

1 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
2 investigation has not been completed.

3 All investigations shall:

- 4 1. Provide an equal opportunity for the parties to present fact and expert witnesses and evidence;²⁰
5
- 6 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
7 and present relevant evidence;²¹
8
- 9 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
10 seek disclosure of information protected under a legally recognized privilege unless such
11 privilege has been waived;²²
12
- 13 4. Provide the parties with the same opportunities to have others present during any grievance
14 proceeding, including the opportunity to be accompanied to any related meeting or proceeding
15 by the advisor of their choice;²³
16
- 17 5. Provide to parties whose participation is requested written notice of the date, time, location,
18 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
19 for the party to prepare to participate;²⁴
20
- 21 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
22 the allegations in the formal complaint, including evidence the district does not intend to rely
23 upon in reaching a determination regarding responsibility and inculpatory or exculpatory
24 evidence;²⁵ and
25
- 26 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
27
 - 28 a. Prior to the completion of the investigative report, the investigator shall send to each
29 party and the party's advisor, if any, the evidence subject to inspection and review. All
30 parties shall have at least ten (10) days to submit a written response, which the
31 investigator must consider before completing the investigative report.²⁵

32 Within the parameters of the federal Family Educational Rights and Privacy Act,²⁶ the Title IX
33 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
34 process. At the close of the investigation, a written final report on the investigation will be delivered to
35 each party and each party's advisor, if any, for their review and written response. The parties and their
36 advisors must receive the investigative report at least 10 days before the determination regarding
37 responsibility. The investigative report will also be delivered to the Director of Schools.²⁷

38 **Determination of Responsibility**²⁸

39 The respondent is presumed not responsible for the alleged conduct until a determination regarding
40 responsibility is made at the conclusion of the grievance process.²⁹ The preponderance of the evidence
41 standard shall be used in making this determination.³⁰

1 The Director of Schools shall act as the decision-maker. The decision-maker cannot be the Title IX
2 Coordinator or the investigator(s).³¹ He/she shall receive the final report of the investigation. Before
3 determining responsibility, the decision-maker must allow each party the opportunity to submit written,
4 relevant questions that he/she wants asked of any party or witness.³² The decision-maker will provide
5 the questions to the party or witness, and after receiving answers, the decision-maker will provide each
6 party with the answers and allow for additional, limited follow-up questions from each party.³² The
7 decision-maker must explain to the party proposing the questions any decision to exclude a question as
8 not relevant.³² Questions and evidence about the complainant's sexual predisposition or prior sexual
9 behavior are not relevant, unless such questions and evidence about the complainant's prior sexual
10 behavior are offered to prove that someone other than the respondent committed the conduct alleged by
11 the complainant, or if the questions and evidence concern specific incidents of the complainant's prior
12 sexual behavior with respect to the respondent and are offered to prove consent.³²

13 The decision-maker shall make a written determination regarding responsibility. The written
14 determination must include:

- 15 1. Identification of the allegations potentially constituting sexual harassment under Title IX;
- 16 2. A description of the procedural steps taken after receipt of the formal complaint through the
17 determination, including any notices to the parties, interviews with parties and witnesses, site
18 visits, and methods used to gather other evidence;
- 19 3. Findings of fact supporting the determination;
- 20 4. Conclusions regarding the application of the school district's code of conduct to the facts;
- 21 5. Statement of, and rationale for, the result as to each allegation, including a determination
22 regarding responsibility, any disciplinary sanctions imposed on respondent, and whether the
23 school district will provide complainant any remedies designed to restore or preserve equal
24 access to the school district's education program or activity; and
- 25 6. The school district's procedures and bases for the complainant and respondent to appeal.³³

26

27 A substantiated charge against a student may result in corrective or disciplinary action up to and
28 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
29 and including termination.

30 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant
31 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine
32 whether any other actions are necessary to prevent reoccurrence of the harassment.

33 APPEALS³⁴

34 Either party may appeal from a determination of responsibility based on a procedural irregularity that
35 affected the outcome, new evidence that was not reasonably available at the time of the determination
36 or dismissal was made that could affect the outcome, or an alleged conflict of interest or bias on the part
37 of the Title IX Coordinator, investigator(s), or decision-maker(s).³⁵ Appeals shall be submitted to the
38 Title IX Coordinator within ten (10) days of a determination of responsibility.

1 Upon receipt of an appeal, the Title IX Coordinator shall notify the parties in writing. An impartial
 2 hearing officer will hear the appeal. Within five (5) days of receipt of the appeal, the Title IX Coordinator
 3 will appoint an impartial hearing officer.

4 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written
 5 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing
 6 the result of the appeal and the rationale for the result. The written decision shall be provided
 7 simultaneously to both parties.

8 CONTINUANCES

9 Circumstances may occur in which a temporary delay of the grievance process or a limited extension
 10 of the deadlines in the grievance process is required. Such delays or extensions can occur for good
 11 cause. Good cause may include, but is not limited to, the absence of a party, a party's advisor, or
 12 witness; concurrent law enforcement activity; or the need for language assistance or accommodation of
 13 disabilities. The district must provide written notice to the parties of the delay or extension and the
 14 reason for it.³⁶

15 RETALIATION

16 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
 17 participate in any investigation of an act alleged in this policy is prohibited.³⁷

18 RECORDKEEPING

19 The district will maintain all required records pursuant to the obligations and time periods prescribed by
 20 Title IX and its regulations.³⁸

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v)
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8)
9. 34 USCA 12291(a)(30)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(4)
17. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
18. 34 CFR § 106.45(b)(1)(ii)
19. 34 CFR § 106.45(b)(5)(i)
20. 34 CFR § 106.45(b)(5)(ii)
21. 34 CFR § 106.45(b)(5)(iii)

Cross References

Section 504 and ADA Grievance Procedures 1.802
 Discrimination/Harassment of Employees (Sexual, Racial,
 Ethnic, Religious) 5.500
 Staff-Student Relations 5.610
 Code of Conduct 6.300
 Student Discrimination, Harassment, Bullying, Cyber-
 bullying, and Intimidation 6.304
 Reporting Child Abuse 6.409

22. 34 CFR § 106.45(b)(1)(x)
23. 34 CFR § 106.45(b)(5)(iv)
24. 34 CFR § 106.45(b)(5)(v)
25. 34 CFR § 106.45(b)(5)(vi)
26. 20 USCA § 1232g
27. 34 CFR § 106.45(b)(5)(vii)
28. 34 CFR § 106.45(b)(7)
29. 34 CFR § 106.45(b)(1)(iv)
30. 34 CFR § 106.45(b)(1)(vii)
31. 34 CFR § 106.45(b)(7)(i)
32. 34 CFR § 106.45(b)(6)(ii)
33. 34 CFR § 106.45(b)(7)(ii)
34. 34 CFR § 106.45(b)(8)
35. 34 CFR § 106.45(b)(8)(i)
36. 34 CFR § 106.45(b)(1)(v)
37. 34 CFR § 106.71
38. 34 CFR § 106.45(b)(10)

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Student Concerns</h2>	Descriptor Code: 6.305	Issued Date: Click here to enter a date.
		Rescinds: 6.305	Issued: 07/30/20

- 1 Decisions made by school personnel, such as aides, teachers, or assistant principals, which students
- 2 believe are unfair or in violation of pertinent policies of the Board or individual school rules may be
- 3 appealed to the school principal/designee. To appeal, students shall contact the principal's office in their
- 4 school and provide their name, the issue, and the reason for their appeal on a printed form available at
- 5 the school office within two (2) days. The appeal shall be decided confidentially and promptly, preferably
- 6 within five (5) school days.

- 7 However, if the principal does not make a decision within five (5) school days, students or
- 8 parent(s)/guardian(s) may appeal at that time by contacting the Director of Schools/designee at the
- 9 central office. The information provided should include the student's name, the school, and a description
- 10 of the problem.

- 11 An investigation and decision shall be made ten (10) school days and communicated to the school
- 12 principal and student by telephone. A written copy of the decision also shall be sent to the student and
- 13 the principal.

Cross References

Appeals To & Appearances Before the Board 1.404
 Instructional Program 4.100
 Student Discrimination, Harassment, Bullying, Cyber-
 bullying, and Intimidation 6.304
 Title IX & Sexual Harassment 6.3041

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Involvement in Decision-Making	Descriptor Code: 6.3051	Issued Date: 05/10/01
		Rescinds: JCAC	Issued: 09/09/97

- 1 Students may initiate or react to proposals for change in educational practice, rules or policies. Such
- 2 proposal(s) for change will be considered by the faculty, the administration and/or the Board as
- 3 appropriate.

- 4 Principals shall develop procedures for meaningful involvement of students in school governments.

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Interference/Disruption of School Activities	Descriptor Code: 6.306	Issued Date: Click here to enter a date.
		Rescinds: 6.306	Issued: 09/11/12

- 1 The staff is authorized to take reasonable measures to establish appropriate school behavior. Any
 2 professional employee shall have the authority to control the conduct of any student while under the
 3 supervision of the school system.¹ This authority shall extend to all activities of the school, including all
 4 games and public performances of athletic teams and other school groups, trips, excursions and all other
 5 activities under school sponsorship and direction.
- 6 Such measures may include the use of reasonable force to restrain or correct students and maintain order.
 7 A teacher, principal, school employee or school bus driver, in exercising the person's lawful authority,
 8 may use reasonable force when necessary under the circumstances to correct or restrain a student or
 9 prevent bodily harm or death to another person.³
- 10 A student shall not use violence, force, noise, coercion, threat, intimidation, fear, passive resistance or
 11 any other conduct which causes the disruption, interference or obstruction of any school purpose while
 12 on school property, in school vehicles or buses, or at any school-sponsored activity, function or event,
 13 whether on or off campus. Neither shall s/he urge other students to engage in such conduct.
- 14 Harassment, intimidation and other conduct that may be considered "bullying" will not be tolerated.
 15 Students shall not engage in conduct that has the effect of unreasonably interfering with another student's
 16 academic development or that creates a hostile or offensive learning environment.
- 17 A student found guilty of misbehavior may receive punishment ranging from verbal reprimand to
 18 suspension and/or expulsion dependent on the severity of the offense and the offender's prior record.²

Legal References

1. TCA 49-6-4102
2. TCA 49-6-3401
3. TCA 49-6-4107

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Drug-Free Schools	Descriptor Code: 6.307	Issued Date:
		Rescinds: 6.307	Issued: 04/14/16

1 Students shall not consume, possess, use, sell, distribute, or be under the influence of illegal drugs or
2 alcoholic beverages in school buildings, on school grounds, in school vehicles or buses, or at any school-
3 sponsored activity, function, or event, whether on or off school grounds.¹ This includes, but is not limited
4 to, abuse of inhalants and prescription drugs.

5 Disciplinary sanctions shall be imposed on students who violate standards of conduct required by this
6 policy. Such sanctions shall be consistent with local, state, and federal laws, up to and including,
7 suspension/expulsion as well as referral for prosecution.² Completion of an appropriate rehabilitation
8 program may also be recommended.

9 Information about drug and alcohol counseling and rehabilitation programs shall be made available
10 through the school office.

11 In order to protect the rights of students, to safeguard the learning environment, and to contribute to a
12 drug-free community, the Board's plan for dealing with alcohol and drugs³ shall include the following:

- 13 1. Appropriate ways for handling alcohol/drug-related medical emergencies;
- 14 2. Guidelines for reporting alcohol/drug incidents and illegal activities;
- 15 3. Guidelines for referral of students who may have an alcohol/drug problem and/or are
16 considered "high risk" to agencies and other appropriate sources of assistance; and
- 17 4. Effective working relationships with appropriate community agencies, such as alcohol/drug
18 service providers, law enforcement agencies, and judicial officials.

22 Through the use of state guidelines, the Director of Schools shall be responsible for:

- 23 1. Developing and implementing an appropriate curriculum on alcohol and drug education for
24 students;
- 25 2. Providing adequate information and training for all staff personnel as appropriate to their
26 responsibilities;
- 27 3. Implementing the relevant portions of the Drug-Free Youth Act;⁴
- 28 4. Developing administrative procedures for the school district to effectively respond to alcohol
29 and drug situations that may occur at school or school-sponsored events; and
30
31
32
33

- 1 5. Providing notification to parent(s)/guardian(s) and students that compliance with this policy is
- 2 mandatory.

Legal References

1. TCA 39-17-715; TCA 39-17-432
2. TCA 49-6-3401; TCA 49-6-4209
3. TRR/MS 0520-01-03-.08(2)(d)
4. TCA 55-10-701 *et seq.*; 20 USCA § 7116

Cross References

Alcohol & Drugs in the Workplace 1.804
Zero Tolerance Offenses 6.309
Suspension 6.316

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Alcohol and Drug Testing	Descriptor Code: 6.3071	Issued Date:
		Rescinds: 6.3071	Issued: 03/10/11

1 The possession and/or use of illegal drugs and the misuse of prescription drugs is prohibited. The
2 distribution, abuse, or misuse of over the counter medications or other chemicals or substances is
3 likewise prohibited. Students shall be notified in writing at the beginning of each school year, or at the
4 time of enrollment, that they shall be subject to testing for drugs and alcohol during the school year.¹
5 The Board shall pay costs of any testing required pursuant to this policy.²

6 REASONABLE SUSPICION DRUG TESTING

7 Principals are authorized to order drug tests for individual students when there is a reasonable cause to
8 believe that:³

- 9 1. A school board policy on alcohol and drug use has been violated;
- 10 2. A search of lockers has produced evidence of the presence of drugs and/or alcohol;
- 11 12 3. A search of persons and containers has produced evidence of a presence of drug and/or alcohol;
- 13 14 4. A search of vehicles has produced evidence of the presence of drugs and/or alcohol; or
- 15 16 5. Through observation or other reasonable information reported by a teacher, staff member, or
17 other student, a student is using and/or under the influence of drugs and/or alcohol on school
18 property.
19

20 Prior to performing a drug test on a student based on reasonable suspicion, the following conditions
21 shall be met:

- 22 1. A particular student has violated school policy;
- 23 24 2. The test will yield evidence of the violation of school policy or will establish that a student
25 either was impaired due to drug use or did not use drugs;
- 26 27 3. The test is in pursuit of legitimate interests of the school in maintaining order, discipline,
28 safety, supervision, and education of students;
- 29 30 4. The test is not conducted for the sole purpose of discovering evidence to be used in a criminal
31 prosecution; and

- 1 5. Tests shall be conducted in the presence of a witness. Persons who shall act as witnesses shall
2 be school administrators (insert name/job title of individual).

3 Upon receiving reasonable information, the principal shall take the following steps:

- 4 1. Call the student into the principal's office or another private place;
5
6 2. Summon an appropriate qualified witness;
7
8 3. Discuss with the student the basis for the determination that a test is necessary;
9
10 4. Inform the student of the procedures which shall be followed in administering the test;
11
12 5. Notify the parent/guardian of the student of the impending test; and
13
14 6. Give the student an opportunity to decline the test and inform the student that if the test is not
15 taken the penalty shall be suspension from school.

16 **RANDOM DRUG TESTING OF STUDENTS PARTICIPATING IN EXTRACURRICULAR**
17 **ACTIVITIES⁴**

18 Students involved in any voluntary extracurricular activities shall be subject to random drug tests.
19 Parent(s)/guardian(s) and students shall be informed of this policy prior to participation and shall sign
20 a consent to the drug testing and a release of information as a condition of participation.

21 Extracurricular activity is voluntary participation in activities not falling within the scope of the regular
22 curriculum and carrying no academic credit. This includes participating in athletic programs,
23 cheerleading, band, clubs, student leadership positions, etc.

24 Prior to performing a random drug test on a student participating in extracurricular activities, the
25 following conditions shall be met:

- 26 1. The test will yield evidence of the violation of school policy or will establish that a student
27 either was impaired due to drug use or did not use drugs;
28
29 2. The test is in pursuit of legitimate interests of the school in maintaining order, discipline,
30 safety, supervision, and education of students;
31
32 3. The test is not conducted for the sole purpose of discovering evidence to be used in a criminal
33 prosecution; and
34
35 4. Tests shall be conducted in the presence of a witness. Persons who shall act as witnesses shall
36 be school administrators (insert name/job title of individual).

37 No student who tests positive under a random drug testing program shall be suspended or expelled
38 from school solely as the result of the positive test.⁵ The Director of Schools shall develop procedures
39 establishing a random process for the selection of students to be tested.

1 DRUG TESTING PROCESS

2 The appropriately qualified and trained witness shall take the student to a designated place in the
3 school and collect a specimen from the student. The specimen shall be taken in a manner which will
4 ensure the integrity, validity, and accuracy of the test results but are minimally intrusive and provide
5 maximum privacy to the tested student.

6 The type of specimen taken shall depend on the substance in question, and the test performed on the
7 specimen shall be appropriate for accurate detection of the substance in question. Once taken, the
8 principal shall give the specimen an identifying number which in no way will reveal the identity of the
9 student.

10 The principal shall forward the specimen for analysis to a laboratory accredited by the Tennessee
11 Department of Health and designated by the Board. Specimens shall be retained for ten (10) days.⁶

12 Upon receiving a written, certified copy of the analysis from the laboratory, the principal shall do one
13 of the following:⁷

- 14 1. If the results of the analysis are negative, they shall be reported as negative, and all evidence of
15 the individual test, including all records in the school that the test was ordered and the reasons
16 therefore, shall be destroyed and expunged.
17
- 18 2. If the results of the analysis are positive, the student and parent(s)/guardian(s) shall be given the
19 written notice of the result. All records of the test, request for a test, or indication a student has
20 been tested shall be confidential student records in accordance with state law.⁸

21 The Board will provide students testing positive an assessment to determine the severity of the
22 student's alcohol and drug problem and a recommendation for referral to intervention or treatment
23 resources as appropriate.⁹

24 PENALTIES

25 Each confirmed incident shall result in a referral to the youth services officer.

26 First offense students will be suspended from all extracurricular activities for one (1) calendar year.

27 Second offense students will be suspended from all extracurricular activities for duration of time
28 enrolled or reenrolled in the school district.

29 Malicious use of authority granted by this policy by any school personnel may be grounds for
30 dismissal.¹⁰

Legal References

1. TCA 49-6-4213
2. TCA 49-6-4213(g)
3. TCA 49-6-4213(a)(1)
4. TCA 49-6-4213(a)(2)
5. TCA 49-6-4213(k)(2)
6. TCA 49-6-4213(d)
7. TCA 49-6-4213(j)-(k)
8. TCA 10-7-504
9. TCA 49-6-4213(l)
10. TCA 49-6-4213(m)

Cross References

Alcohol & Drugs in the Workplace 1.804
Drug-Free Schools 6.307
Disciplinary Hearing Authority 6.317

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Bus Safety and Conduct	Descriptor Code: 6.308	Issued Date: Click here to enter a date.
		Rescinds: 6.308	Issued: 12/12/19

- 1 In order to maintain conditions and atmosphere suitable for learning, no person shall enter onto a school
2 bus except students assigned to that bus or parents of students or other persons with lawful and valid
3 business on the bus.¹ Parents of students or other persons with lawful and valid business on the bus shall
4 obtain written permission from the principal or transportation supervisor before entering a bus.
- 5 The school bus is an extension of school activity; therefore, students shall conduct themselves on the bus
6 in a manner consistent with the established standards for safety and classroom behavior.
- 7 Students are under the supervision and control of the bus driver while on his/her bus, and all reasonable
8 directions given by his/her driver or assigned aide shall be followed. A driver may remove a student in
9 the event that the driver finds it necessary for the safety of the other student passengers or the driver,
10 provided that the driver secures the safety of the ejected student for the uncompleted trip. A driver shall
11 report to school authorities and/or the transportation supervisor as soon as possible, but no later than the
12 end of the route, any student refusing to obey the driver or exiting the bus without the driver's permission
13 at a point other than the student's destination for that trip.²
- 14 The principal of the student transported shall be informed by the bus driver or the transportation
15 supervisor of any serious discipline problem and may be called upon to assist if necessary. A student
16 may be denied the privilege of riding the bus if the principal determines that his/her behavior is such as
17 to cause disruption on the bus, or if he/she disobeys state or local rules and regulations pertaining to
18 student transportation. Any student having his/her riding privileges revoked on one bus may not ride any
19 bus during the period that his/her riding privileges have been revoked.
- 20 The suspension of a student from riding the school bus shall follow the same procedures as for any other
21 school suspension. **Multiple bus suspensions or a serious one-time infraction may lead to long-term
22 removal of regular education students from bus transportation.** Bus Conduct and Disciplinary
23 Consequences are included in Policy 6.300 specific to Tiered Infractions.
- 24 Any student who gets off the bus at any point between the pick-up point and school must present the bus
25 driver with a note of authorization from the parent or the principal of the school that the student attends.
- 26 The Board recognizes that a student may occasionally need to ride a bus other than his/her designated
27 bus. For each such occasion, not to exceed one (1) week per event, the student must have written parental
28 permission and the approval of the principal or his/her designee. Students not assigned to a bus must
29 have written parental permission and the approval of the principal or his/her designee to ride a bus.
- 30 Students who transfer from bus to bus while en route to and from school shall be expected to abide by
31 the discipline policies adopted by the Board and rules adopted by the staff of the terminal school.

1 School principals or their designee(s) shall follow Discipline Procedures - Policy 6.300 - when applying
2 behavior consequences for misconduct on school buses whether en route to or from school or on any
3 school related trip.

4 **USE OF PHOTOGRAPHS AND VIDEO FOOTAGE**

5 Cameras or video cameras may be used to monitor student behavior on school vehicles transporting
6 students to and from school or extracurricular activities. Photographs and video footage shall be used
7 only to promote the order, safety, and security of students, staff, and property.

8 Students in violation of bus conduct rules shall be subject to disciplinary action in accordance with
9 established Board policy and regulations governing student conduct and discipline.

10 The district shall comply with all applicable state and federal laws related to photographs and video
11 footage.³ These materials shall be retained for 7 days. Copies of any photographs and video footage will
12 be destroyed at the end of each school year unless a request is made for the footage by the District's
13 insurance company, by law enforcement, or through legal proceedings. Parent(s)/guardian(s) of students
14 may submit a request to view available photographs and video footage to the director of schools. Upon
15 such request, the director of schools or his/her school official designee will schedule a time for viewing
16 of the photographs and video footage. The director of schools or his/her school official designee shall
17 be present when parent(s)/guardians(s) are provided the opportunity to review photographs and video
18 footage. Parent(s)/guardian(s) may not make or receive copies, recordings or any type of media of the
19 photographs and video footage unless such photograph or video footage is an educational record of the
20 student pursuant to the Federal Educational Rights and Privacy Act (FERPA) in which case copies may
21 be provided in compliance with FERPA.

22 The director of schools shall develop procedures governing the use of video cameras in accordance with
23 the provisions of state and federal law and established Board policies.

Legal References

1. TCA 49-6-2008
2. TCA 49-6-2118(d)
3. TCA 10-7-504; 20 USCA §1232g
4. Public Acts of 2019, Chapter No. 256

Cross References

Student Transportation Management 3.400
Scheduling and Routing 3.401
Code of Conduct 6.300
Discipline Procedures 6.313
Suspension/Expulsion/Remand 6.316
Student Records 6.600
Annual Notification of Rights 6.601
Inspection and Correction Procedure 6.602

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Zero Tolerance Offenses	Descriptor Code: 6.309	Issued Date: Click here to enter a date.
		Rescinds: 6.309	Issued: 07/30/20

1 In order to ensure a safe and secure learning environment, the following offenses shall not be
 2 tolerated:¹

- 3 1. Bringing to school or being in unauthorized possession of a firearm on school property;²
- 4
- 5 2. Unlawful possession of any drug, including any controlled substance, controlled substance
- 6 analogue, or legend drug on school grounds or at a school-sponsored event;³
- 7
- 8 3. Aggravated assault;⁴ or
- 9
- 10 4. Assault that results in bodily injury⁵ upon any teacher, principal, administrator, any other
- 11 employee of the school, or school resource officer.

12 Committing any of these offenses shall result in a student being expelled from the regular school
 13 program for at least one (1) calendar year unless modified by the Director of Schools. Modification of
 14 the length of time shall be granted on a case-by-case basis. Students that commit zero tolerance
 15 offenses may be assigned to an alternative school or program at the discretion of the Director of
 16 Schools.⁶

17 When it is determined that a student has violated this policy, the principal shall notify the student's
 18 parent(s)/guardian(s) and the criminal justice or juvenile delinquency system as required by law.⁷

Legal References

1. TCA 49-6-3401(g)
2. 18 USCA § 921(a)(3); 20 USCA § 7961
3. TCA 39-17-454; TCA 53-10-101
4. TCA 39-13-102
5. TCA 39-13-101(a)(1)
6. TCA 49-6-3401(g)(2); TCA 49-6-3402; Public Acts of 2020, Chapter No. 603
7. TCA 49-6-4209; TCA 39-17-1312; 20 USCA § 7961(h)(1)

Cross References

- Code of Conduct 6.300
- Drug-Free Schools 6.307
- Suspension 6.316
- Student Disciplinary Hearing Authority 6.317
- Alternative Education 6.319
- Safe Relocation of Students 6.4081

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Group/Gang Activity or Association	Descriptor Code: 6.3101	Issued Date: Click here to enter a date.
		Rescinds: 6.3101	Issued: 11/09/17

1 This policy applies to any “criminal gang” or member of a “criminal gang” as defined by state law in
2 grades 6-12. A “criminal gang” is a formal or informal ongoing organization, association or group
3 consisting of three (3) or more persons that has:

- 4 1. As one of its activities the commission of criminal acts; and
- 5 2. Two (2) or more members who, individually or collectively, engage in or have engaged in a
6 pattern of criminal gang activity.¹

7 Groups/gangs which initiate, advocate, or promote activities which threaten the safety or well-being of
8 persons or property on school grounds or which disrupt the school environment are harmful to the edu-
9 cational process. Therefore, the Board prohibits students from engaging in the following
10 activities:

- 11 • The use of hand signals, graffiti, or the presence of any apparel, jewelry, accessory, or
12 manner of grooming, which, by virtue of its color, arrangement, trademark, symbol, or any
13 other attribute which indicates or implies membership or affiliation with a criminal
14 gang; any activity that encourages participation in a criminal gang or facilitates illegal
15 acts of criminal gang;
- 16 • Incidents involving initiations, hazing, intimidations, and/or related activities of such group
17 affiliations which are likely to cause bodily danger, physical harm or personal degradation or
18 disgrace resulting in physical or mental harm to students are prohibited;
- 19 • Any gang-related conduct that is seriously disruptive to the educational process or endangers
20 persons or property.

21 A violation of this policy may result in a referral to the Disciplinary Hearing Authority for Alternative
22 School Placement, suspension, or expulsion, in accordance with board policy.

23 The administration will provide service training in group/gang behavior and characteristics to facilitate
24 staff identification of students at-risk and promote membership in authorized school groups
25 and/or activities as an alternative.

Legal References

1. TCA 49-6-4215

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">Care of School Property</h2>	Descriptor Code: 6.311	Issued Date:
		Rescinds: 6.311	Issued: 05/10/01

1 Students shall help maintain the school environment, preserve school property, and exercise care while
 2 using school facilities.

3 All district employees shall report all damage or loss of school property to the principal/designee
 4 immediately after such damage or loss is discovered. The principal/designee shall make a full and
 5 complete investigation of any instance of damage or loss of school property. The investigation shall be
 6 carried out in cooperation with law enforcement officials when appropriate.

7 When the person causing damage or loss has been identified and the costs of repair or replacement
 8 have been determined, the Director of Schools shall take steps to recover these costs. This may include
 9 recommending the filing of a civil complaint in court to recover damages. If the responsible person is a
 10 minor, recovery will be sought from the minor's parent/guardian.¹

11 In addition, the district may withhold the grades, diploma, and/or transcript of the student responsible
 12 for vandalism or theft or otherwise incurring any debt to a school until the student or the student's
 13 parent(s)/guardian(s) has paid for the damages.² If a student and/or his/her parent/guardian dispute the
 14 damages or the amount of damages, the Director of Schools shall meet with them to discuss the matter.
 15 Within five (5) days of the meeting, the Director of Schools shall notify the student and his/her
 16 parent/guardian of the final decision.

17 When the minor and parent/guardian are unable to pay for the damages, the Director of Schools may
 18 meet with the parent/guardian in an attempt to reach an agreement. Upon payment or completion of an
 19 agreement between the Director and a parent/guardian, the student's grades, diploma, and/or
 20 transcripts shall be released. Such sanctions shall not be imposed if the student is not at fault.

Legal References

1. TCA 37-10-101
2. TRR/MS 0520-01-03-.03(13)

Cross References

- Visitors to the School 1.501
- Safety 3.201
- Security 3.205
- Community Use of School Facilities 3.206
- Student Fees and Fines 6.709

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Use of Personal Communication Devices and Electronic Devices	Descriptor Code: 6.312	Issued Date:
		Rescinds: 6.312	Issued: 07/06/15

- 1 Students may possess personal communication devices and personal electronic devices so long as such
2 devices are turned off and stored in backpacks or purses. Such devices include, but are not limited to,
3 wearable technology such as eye glasses, rings, or watches that have the capability to record, live stream,
4 or interact with wireless technology; cell phones; laptops; and tablets. However, a teacher may grant
5 permission for the use of these devices to assist with instruction in his/her classroom, and teachers are
6 encouraged to integrate the devices into their course work. The principal/designee may also grant a
7 student permission to use such a device at his/her discretion.
- 8 Unauthorized use or improper storage of a device will result in confiscation until such time as it may be
9 released to the student's parent(s)/guardian(s). A student in violation of this policy is subject to
10 disciplinary action.

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="text-align: center;">Corporal Punishment/Paddling</h2>	Descriptor Code: 6.314	Issued Date: Click here to enter a date.
		Rescinds: 6.314	Issued: 08/09/18

- 1 Corporal Punishment is prohibited in the Jackson-Madison County School District.
- 2 Corporal Punishment to a student by a parent or a legal guardian is prohibited on school property.
- 3 The Director of Schools shall be responsible for developing and implementing in-service training programs for teachers and staff in the use of alternative, positive measures of discipline.
- 4

Cross References

Student Records 6.600-604
 Discipline Procedures 6.313

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">Detention</h2>	Descriptor Code: 6.315	Issued Date:
		Rescinds: 6.315	Issued: 05/10/01

- 1 Students may be detained before or after the school day as a means of disciplinary action.
- 2 The following guidelines shall be followed:
 - 3 1. The student shall be given at least one (1) day of notice before detention;
 - 4 2. Parent(s)/guardian(s) shall be informed before detention takes place;
 - 5 3. Students in detention shall be under the supervision of school personnel;
 - 6 4. Detention shall not exceed one (1) two (2) hours after the official closing of the school day but
 - 7 may be administered several days in succession; and
 - 8 5. Teachers shall have the approval of the principal before detaining a student.

Cross References

Code of Conduct 6.300

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">Suspension</h2>	Descriptor Code: 6.316	Issued Date:
		Rescinds: 6.316	Issued: 04/14/16

1 *General*

2 A principal may suspend a student from attendance in a specific class or school related activity without
 3 suspending the student from attendance at school. Based on the severity of the offense, a principal may
 4 suspend a student from attendance at school and all school activities.

5 Students may be suspended for good and sufficient reasons including, but not limited to:¹

- 6 1. Willful and persistent violation of the rules of the school;
- 7 2. Immoral or disreputable conduct, including vulgar or profane language;
- 8 3. Violence or threatened violence against the person of any personnel attending or assigned to any
 9 school;
- 10 4. Willful or malicious damage to real or personal property of the school or the property of any
 11 person attending or assigned to the school;
- 12 5. Inciting, advising, or counseling of others to engage in any of the action that would justify
 13 suspension;
- 14 6. Marking, defacing, or destroying school property;
- 15 7. Possession of a pistol, gun, or firearm on school property;²
- 16 8. Possession of a knife or other weapons, as defined in state law, on school property;³
- 17 9. Assaulting a principal, teacher, school bus driver, or other school personnel with vulgar,
 18 obscene, or threatening language;
- 19 10. Unlawful use or possession of barbitol or legend drugs as defined in state law;⁴
- 20 11. Engaging in behavior which disrupts a class or school-sponsored activity;
- 21 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly
 22 explosive or destructive device including chemical weapons on school property or at a school-
 23 sponsored event;
- 24 13. One (1) or more students initiating a physical attack on an individual student on school property
 25 or at a school activity, including travel to and from school;

1 14. Off-campus criminal behavior resulting in felony charges;

2 15. When behavior poses a danger to persons or property or disrupts the educational process; or

3 16. Any other conduct prejudicial to good order or discipline in any school.

4 Except in an emergency, a principal shall not suspend any student until that student has been advised
5 of the nature of his/her misconduct, questioned about it, and allowed to give an explanation.

6 If, as a result of an investigation, a principal/designee finds that a student acted in self-defense under a
7 reasonable belief that the student, or another to whom the student was coming to the defense of, may
8 have been facing the threat of imminent danger of death or serious bodily injury, then the student may
9 not face any disciplinary action.⁵

10 When a student is suspended, the principal shall notify the parent(s)/guardian(s) and the Director of
11 Schools/designee of the following:

12 1. Student's suspension;

13
14 2. Cause for the suspension; and

15
16 3. Any conditions for readmission which may include a meeting of the parent(s)/guardian(s),
17 student, and the principal.

18 If a student is suspended during the last ten (10) days of any term or semester, he/she shall be
19 permitted to take such final examinations or submit such required work as necessary to complete the
20 course of instruction for that semester, subject to conditions prescribed by the principal.⁶

21 **IN-SCHOOL SUSPENSION⁷**

22 In-school suspension shall be offered to students as an alternative program (if applicable) to complete
23 academic assignments and receive credit for work completed.

24 Students given an in-school suspension in excess of one (1) day from classes shall attend special
25 classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for
26 study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all
27 times and has textbooks and classwork assignments from his/her regular teachers.

28 **SUSPENSIONS LONGER THAN FIVE DAYS⁸**

29 If a suspension is longer than five (5) days, the principal shall develop and implement a plan for
30 improving the student's behavior.

31 **SUSPENSIONS LONGER THAN TEN DAYS⁹**

32 If the principal suspends a student for longer than ten (10) days, he/she shall immediately give written
33 notice to the parent(s)/guardian(s) and the student of the right to appeal the decision. All appeals shall
34 be filed within five (5) days of receipt of the notice. These appeals may be filed by the

- 1 parent(s)/guardian(s), the student, or any person holding a teaching license who is employed by the
2 school district if requested by the student.
- 3 The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If
4 a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

Legal References

1. TCA 49-2-203(a)(7); TCA 49-6-3401(a)
2. TCA 39-17-1309(b)
3. TCA 39-17-1309
4. TCA 53-10-101; TCA 39-17-454
5. TCA 49-6-3401(i)
6. TCA 49-6-3401(d)
7. TCA 49-6-3401(b)(1)
8. TCA 49-6-3401(c)(3)
9. TCA 49-6-3401(a)-(c); *Goss v. Lopez*, 419 U.S. 565 (1975); 20 USCA § 1415

Cross References

Traffic and Parking Controls 3.403
Code of Conduct 6.300
Procedural Due Process 6.302
Interference/Disruption of School Activities 6.306
Drug-Free Schools 6.307
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Student Disciplinary Hearing Authority 6.317
Alternative Education 6.319

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Student Disciplinary Hearing Authority	Descriptor Code: 6.317	Issued Date:
		Rescinds: 6.317	Issued: 09/05/19

1 A Disciplinary Hearing Authority (DHA) shall conduct appeals for students who have been suspended
2 for more than ten (10) school days. The Board shall appoint a DHA which shall consist of five (5)
3 members [insert number of members and please note maximum number cannot exceed total
4 membership of the Board]. The Director of Schools shall recommend members of the DHA to the
5 Board for approval. At least one (1) DHA member shall be a licensed employee of the district. All
6 appointments are for one (1) year terms and subject to reappointment. Board members shall not serve on
7 the DHA.¹

8 The Director of Schools shall appoint a Chair of the DHA from the members appointed by the Board.
9 The Chair shall perform the following duties:

- 10 1. Set the time, place, and date for each hearing;
- 11 2. Maintain order and structure during each hearing; and
- 12 3. Prepare, sign, and disseminate the minutes of each meeting.

13 Upon receiving notification of the request to appeal the suspension decision, the DHA shall provide
14 written notification to the parent(s)/guardian(s) of the student, the student, and any other appropriate
15 person of the time, place, and date of the hearing. The hearing shall be held no later than ten (10) days
16 after the beginning of the suspension.²

17 The DHA may take the following disciplinary actions:³

- 18 1. Affirm the decision of the principal;
- 19 2. Order removal of the suspension unconditionally;
- 20 3. Order removal of the suspension upon such terms and conditions as it deems reasonable;
- 21 4. Assign the student to an alternative school or program; or
- 22 5. Suspend the student for a specified period of time.*

23 Within five (5) days of the DHA rendering a decision, the student, principal, principal-teacher, or
24 assistant principal may request a review by the Board, and the Board shall review the record. Following
25 the review, the Board may take the following actions.

1 *Grant Request for Hearing*⁴

2 If the Board grants a hearing, it shall provide notice to the student and/or his/her parent(s)/guardian(s).
3 The notice of the hearing shall include a statement that, unless the student or the student's
4 parent(s)/guardian(s) requests an open hearing in writing within five (5) days of receipt of the notice, the
5 hearing shall be closed to the public.

6 The Board may affirm, overturn, or modify the decision of the DHA.

7 *Deny Request for Hearing*⁴

8 If the Board does not grant a hearing, it may affirm, overturn, or modify the decision of the DHA. The
9 Board shall not impose a more severe penalty than that imposed by the DHA without first providing an
10 opportunity for a hearing before the Board.

11 * Note: Zero-tolerance offenses as set forth in statute require mandatory calendar year expulsion
12 unless modified by the Director of Schools.

Legal References

1. TCA 49-6-3401(c)(4)(C)
2. TCA 49-6-3401(c)(4)(D)
3. TCA 49-6-3401(c)(5)
4. TCA 49-6-3401(c)(6)

Cross References

Procedural Due Process 6.302
Zero Tolerance Offenses 6.309
Suspension 6.316
Alternative Education 6.319
Student Records 6.600

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Admission of Suspended or Expelled Students</h2>	Descriptor Code: 6.318	Issued Date:
		Rescinds: 6.318	Issued: 06/20/19

- 1 The Board may deny admission of any student (except those in state custody) who has been expelled
- 2 or suspended from another school district in Tennessee or another state even though the student has
- 3 established residency in the district in which he/she seeks enrollment.

- 4 After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding
- 5 the suspension/expulsion from the former school district and make a recommendation to the Board to
- 6 approve or deny the request.

- 7 The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

- 8 If the action of the Board is to deny admission, the Director of Schools shall, on behalf of the Board,
- 9 notify the Commissioner of Education of the decision.

- 10 A student may be dismissed if it is determined subsequent to the enrollment that the student has been
- 11 suspended or expelled from the former school district.¹

Legal References

1. TCA 49-6-3401(f); 20 USCA § 1232g(b)(4), (h)

Cross References

- School Admissions 6.203
 Student Records 6.600

Jackson-Madison County Board of Education			
Monitoring: Review: Annually, in March	Descriptor Term: Alternative Education	Descriptor Code: 6.319	Issued Date: Click here to enter a date.
		Rescinds: 6.319	Issued: 07/30/20

1 *General*¹

2 The Board shall operate an alternative school and/or program for students in grades seven through
3 twelve (7-12) who have been suspended or expelled from the regular school program.

4 An alternative school is a short-term intervention program designed to provide educational services
5 outside the regular school program for students who have been suspended or expelled. The alternative
6 school is located in a separate facility from the regular school program.

7 An alternative program is a short-term intervention program designed to provide educational services
8 outside the regular school program for students who have been suspended or expelled. Alternative
9 programs may be located within the regular school or be a self-contained program within a school.
10 Alternative programs shall include, but are not limited to, the following: (e.g. Best Academy and
11 Bridge).

12 The alternative school and/or program shall be operated in accordance with state laws and the rules of
13 the State Board of Education, and instruction shall proceed as nearly as practicable in accordance with
14 the instructional program at the student's regular school. The Director of Schools shall develop
15 procedures that provide appropriate educational opportunities for all students assigned to the
16 alternative school or program. These educational opportunities shall adhere to Tennessee's academic
17 standards.²

18 **ASSIGNMENT**

19 Students who have been suspended for more than ten (10) days or expelled shall be assigned to the
20 alternative school or program if there is staff and space available.³ Availability of staff and space shall
21 be determined at the time the disciplinary decision is rendered. The Director of Schools/designee shall
22 make this determination by evaluating factors including, but not limited to, the following:

- 23 1. Level of supervision available;
- 24
- 25 2. Safety considerations; and
- 26
- 27 3. Type of infraction.

28 Students who have committed zero tolerance offenses are not required to be assigned to alternative
29 schools or programs.⁴

1 Prior to the assignment of the student to the alternative school or program, the Director of
 2 Schools/designee shall provide written notice to the student's parent/guardian stating the reason for the
 3 student's placement.⁵

4 Placement in an alternative education setting shall be reserved for students who significantly disrupt
 5 the educational process. If a student has an active Individualized Education Plan, a 504 plan, or is
 6 suspected of having a disability, all state and federal laws and rules and regulations related to special
 7 education shall be followed. The Director of Schools/designee shall develop procedures regarding
 8 placement of students in the program, taking into consideration the impact of exclusionary discipline
 9 practices.⁶

10 The Director of Schools/designee shall monitor and regularly evaluate the academic progress of each
 11 student enrolled in the alternative school.

12 **REMOVAL⁷**

13 A student may be removed from the alternative school or program if:

- 14 1. He/she violates the rules of the alternative school or program; or
- 15
- 16 2. He/she is not benefitting from the assignment and all interventions have been exhausted
- 17 unsuccessfully.

18 **ADDITIONAL OFFENSES⁸**

19 Any new disciplinary offense committed during a student's original suspension or expulsion period
 20 shall be treated as a new and separate offense. These offenses shall not constitute an extension of the
 21 original suspension or expulsion.

22 **TRANSITION PLAN⁹**

23 The Director of Schools/designee shall develop procedures regarding the implementation of transition
 24 plans for the integration of students assigned to the alternative school.

Legal References

1. TCA 49-6-3402(a); Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09
2. TRR/MS 0520-01-02-.09(9)(a)
3. Public Acts of 2020, Chapter No. 603
4. Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09(6)(a)
5. TRR/MS 0520-01-02-.09(9)(i)
6. TRR/MS 0520-01-02-.09(9)(h)
7. Public Acts of 2020, Chapter No. 603
8. TRR/MS 0520-01-02-.09(9)(g)(2)
9. TRR/MS 0520-01-02-.09(m)

Cross References

Special Education 4.202
 Suspension 6.316
 Student Disciplinary Hearing Authority 6.317
 Special Education Students 6.500

Jackson-Madison County School System
August 2021
Budget Amendments Requiring Board Approval
and County Commission Approval

Fund #141 General Purpose Schools

- 1) \$137,000 Funds are being reallocated to cover the TCAT Teacher Partnership, an operating lease with Union, and professional development.
- 2) \$425 FAST Grant- This amendment aligns the general ledger to reflect carryover funds from FY21. The funds will be used to purchase other supplies and materials to support family engagement activities.
(new money)
- 3) \$50,000 Amerigroup Grant- This donation provides funding to support the JMCSS Family Resource Center that will be located at Parkview Prep Academy.
(new money)
- 4) \$14,768 Middle School STEM Grant- This amendment aligns the general ledger to reflect carryover funds from FY21. The funds will be used to purchase instructional supplies and materials.
(new money)
- 5) \$11,963 Project Lead The Way Grant- This amendment aligns the general ledger to reflect carryover funds from FY21. The funds will be used to purchase vocational instruction supplies and equipment.
(new money)
- 6) \$8,292 West Tennessee Healthcare- This donation adds funding for district advertising.
(new money)
- 7) \$65,000 Funds are being reallocated for the purpose of concept planning, site assessment, and surveyor services for the Oman Arena.
- 8) \$1,000,000 This amendment returns funds to GP fund balance from Federal Programs.

Fund #143 Food Services

- 9) \$698,721 USDA- This grant provides reimbursement of additional operational costs that the district incurred during FY20 for administering meals during school closures.
(new money)

Madison County
Budget Amendment Request

FUND: 141 General Purpose Schools

DEPARTMENT: Project Lead The Way 6800

<i>Account Number or Org/Object</i>	<i>Account Title</i>	<i>(R)/(E)</i>	<i>Current Budget</i>	<i>Amendment Request</i>	<i>(D)/(C)</i>	<i>Amended Budget</i>
141000 390000	Undesignated Fund Balance			\$ 11,963.00	D	
G130LW00 573000	Vocational Instruction Equipment	E	\$ -	\$ 10,000.00	C	\$ 10,000.00
G130LW00 542900	Instructional Supplies & Materials	E	\$ 8,000.00	\$ 1,963.00	C	\$ 9,963.00
			<i>Total Debits</i>	\$ 11,963.00		
			<i>Total Credits</i>	\$ 11,963.00		

Justification/Description (MUST BE THOROUGH):
 This amendment aligns the general ledger to reflect carryover funds from FY21. The funds will be used to purchase vocational instruction supplies and equipment.

Requested By: 

Date: July 29, 2021

Madison County
Budget Amendment Request

FUND: 141 General Purpose Schools

DEPARTMENT: Maintenance

<i>Account Number or Org/Object</i>	<i>Account Title</i>	<i>(R)/(E)</i>	<i>Current Budget</i>	<i>Amendment Request</i>	<i>(D)/(C)</i>	<i>Amended Budget</i>
G2620000 539900	Other Contracted Services-Maintenance	E	\$ 416,000.00	\$ 65,000.00	D	\$ 351,000.00
G6100000 539900	Other Contracted Services-Capital Outlay	E	\$ -	\$ 65,000.00	C	\$ 65,000.00
			<i>Total Debits</i>	\$ 65,000.00		
			<i>Total Credits</i>	\$ 65,000.00		

Justification/Description (MUST BE THOROUGH):

Funds transferred to be used for concept planning, site assessment, and surveying services at Oman Arena.

Requested By: 

Date: July 29, 2021

**Madison County
Budget Amendment Request**

FUND: 141 General Purpose

DEPARTMENT: School Board

<i>Account Number or Org/Object</i>	<i>Account Title</i>	<i>(R)/(E)</i>	<i>Current Budget</i>	<i>Amendment Request</i>	<i>(D)/(C)</i>	<i>Amended Budget</i>
G9100000 55900	Transfer to Other Funds	E	\$ 1,000,000.00	\$1,000,000.00	D	
141000 390001	Undesignated Fund Balance			\$1,000,000.00	C	
			<i>Total Debits</i>	\$1,000,000.00		
			<i>Total Credits</i>	\$1,000,000.00		

Justification/Description (MUST BE THOROUGH):
 This amendment restores funds to GP fund balance from Federal Programs.

Requested By: 

Date: July 29, 2021

Jackson-Madison County School System
August 2021
Budget Amendments Requiring Board Approval

Fund #142 School Federal Projects

- 1) \$7,907 Title IX Grant- This amendment aligns the original estimated FY22 budget to the actual state approved budget.

- 2) \$1,000,000 This amendment returns funds to GP fund balance from Federal Programs.

**Madison County
Budget Amendment Request**

FUND: 142 Federal Projects

DEPARTMENT: School Board

<i>Account Number or Org/Object</i>	<i>Account Title</i>	<i>(R)/(E)</i>	<i>Current Budget</i>	<i>Amendment Request</i>	<i>(D)/(C)</i>	<i>Amended Budget</i>
142999 345551	Restricted for Education			\$1,000,000.00	D	
142999 498000	Transfer In From Other Funds	R	\$ 1,000,000.00	\$1,000,000.00	C	
			<i>Total Debits</i>	\$1,000,000.00		
			<i>Total Credits</i>	\$1,000,000.00		

Justification/Description (MUST BE THOROUGH):
 This amendment restores funds to GP fund balance from Federal Programs.

Requested By: 

Date: July 29, 2021

Jackson-Madison County Schools
Checks ≥ \$15,000 (All Funds)
July 2021

VENDOR	CHECK DATE	CHECK NO	AMOUNT	INVOICE DESCRIPTION
HUBERT COMPANY	07/08/21	88126	30,879	Cafeteria equipment- JCM
SCHOOL OUTFITTERS	07/08/21	88130	15,660	Cafeteria tables and chairs- JCM
ARCHITECTURAL MILLWORK SOLUTIONS, LLC	07/15/21	88336	341,222	Millwork- JCM and Madison
LIBERTAS SCHOOL	07/15/21	88377	35,900	Educational consultant services-Montessori
LOCAL GOVERNMENT INSURANCE	07/15/21	88378	1,228,556	FY22 Property and Casualty Insurance; Quarterly Worker's Comp Insurance
MSB CONSTRUCTION	07/15/21	88382	19,838	Bid #22 - Secure entrances for PLC & JCT
BUDGET BLINDS OF THE SHOALS	07/15/21	88398	75,676	Blinds for JCM and Madison
TIMOTHY R DILL	07/15/21	88401	62,491	Bid #20 - Decorative acoustical panels- JCM and Madison
ATA TECHNOLOGIES, LLC	07/22/21	88627	25,000	IT services contract
EDMENTUM	07/22/21	88639	20,628	Exact Path and courseware for private schools
OMBUDSMAN	07/22/21	88671	68,000	Ombudsman program- contract billing
JOHN HERRON CONSTRUCT CO. INC.	07/22/21	88693	166,601	Workforce Development Project - ECH
CDW GOVERNMENT	07/29/21	88890	349,751	Federal programs: Teacher laptops; Technology: Smart Net service renewal
HUBERT COMPANY	07/29/21	88900	32,480	Cafeteria equipment- JCM
LEARNING.COM	07/29/21	88904	21,578	EasyTech remote learning license renewal
POWERSCHOOL GROUP, LLC	07/29/21	88909	168,395	PowerSchool renewals

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
141 General Purpose Schools							
00000 No Function							
0000 No Cost Center							
401100 Current Property Tax	-5,010,562	-5,010,562	.00	.00	.00	-5,010,562.00	.0%
401200 Trustee's Collections - Pr Yr	-200,000	-200,000	.00	.00	.00	-200,000.00	.0%
401250 Trustee's Collections-Bkrptcy	-30,000	-30,000	.00	.00	.00	-30,000.00	.0%
401300 Clk & Master Collections-Pr Y	-138,000	-138,000	.00	.00	.00	-138,000.00	.0%
401400 Interest And Penalty	-30,000	-30,000	.00	.00	.00	-30,000.00	.0%
401610 Payments In Lieu Of Taxes-TVA	-1,549	-1,549	.00	.00	.00	-1,549.00	.0%
401620 In Lieu Of Taxes - Utilities	-154,656	-154,656	.00	.00	.00	-154,656.00	.0%
401630 In Lieu Of Taxes - Other	-125,125	-125,125	.00	.00	.00	-125,125.00	.0%
402100 Local Option Sales Tax	-40,500,000	-40,500,000	.00	.00	.00	-40,500,000.00	.0%
402750 Mixed Drink Tax Revenue	-232,021	-232,021	.00	.00	.00	-232,021.00	.0%
403200 Bank Excise Tax	-15,772	-15,772	.00	.00	.00	-15,772.00	.0%
411100 Marriage Licenses	-7,500	-7,500	.00	.00	.00	-7,500.00	.0%
415900 Other Permits	-3,000	-3,000	.00	.00	.00	-3,000.00	.0%
445600 Damages Recovered From Ind	-500	-500	.00	.00	.00	-500.00	.0%
465110 Basic Education Program	-53,197,000	-53,197,000	.00	.00	.00	-53,197,000.00	.0%
466100 Career Ladder Program	-175,000	-175,000	.00	.00	.00	-175,000.00	.0%
468510 State Revenue Sharing -TVA	-1,301,502	-1,301,502	.00	.00	.00	-1,301,502.00	.0%
476400 ROTC Reimbursement	-150,000	-150,000	.00	.00	.00	-150,000.00	.0%
489900 Other	-13,500	-13,500	.00	.00	.00	-13,500.00	.0%
498000 Transfers In	-745,687	-745,687	.00	.00	.00	-745,687.00	.0%
TOTAL No Cost Center	-102,031,374	-102,031,374	.00	.00	.00	-102,031,374.00	.0%
5100 Coca Cola Commissions							
433800 Vending Machine Collections	-1,575	-1,575	.00	.00	.00	-1,575.00	.0%
TOTAL Coca Cola Commissions	-1,575	-1,575	.00	.00	.00	-1,575.00	.0%
5200 In Lieu of Tax Payment-Bodine							

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
401630 In Lieu Of Taxes - Other	-225,800	-225,800	.00	.00	.00	-225,800.00	.0%
TOTAL In Lieu of Tax Payment-Bodi	-225,800	-225,800	.00	.00	.00	-225,800.00	.0%
6100 Coordinated School Health							
465900 Other State Education Funds	-135,000	-135,000	.00	.00	.00	-135,000.00	.0%
TOTAL Coordinated School Health	-135,000	-135,000	.00	.00	.00	-135,000.00	.0%
6130 SSMS							
465900 Other State Education Funds	-18,500	-18,500	.00	.00	.00	-18,500.00	.0%
TOTAL SSMS	-18,500	-18,500	.00	.00	.00	-18,500.00	.0%
6150 Leaps-Lottery Educ Afterschool							
469800 Other State Grants	-168,750	-168,750	.00	.00	.00	-168,750.00	.0%
TOTAL Leaps-Lottery Educ Aftersch	-168,750	-168,750	.00	.00	.00	-168,750.00	.0%
6210 Leaders Credit Union							
481300 Contributions	-10,000	-10,000	.00	.00	.00	-10,000.00	.0%
TOTAL Leaders Credit Union	-10,000	-10,000	.00	.00	.00	-10,000.00	.0%
6250 Safe Schools Act							
469800 Other State Grants	-46,987	-46,987	.00	.00	.00	-46,987.00	.0%
TOTAL Safe Schools Act	-46,987	-46,987	.00	.00	.00	-46,987.00	.0%
6350 Vocational Rehabilitation							

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
469800 Other State Grants	-124,750	-124,750	.00	.00	.00	-124,750.00	.0%
TOTAL Vocational Rehabilitation	-124,750	-124,750	.00	.00	.00	-124,750.00	.0%
6370 CC Early Intervening Services							
498000 Transfers In	-179,955	-179,955	.00	.00	.00	-179,955.00	.0%
TOTAL CC Early Intervening Services	-179,955	-179,955	.00	.00	.00	-179,955.00	.0%
6400 School Age Child Care							
435170 Tuition - Other	-289,000	-289,000	.00	.00	.00	-289,000.00	.0%
TOTAL School Age Child Care	-289,000	-289,000	.00	.00	.00	-289,000.00	.0%
6450 Voluntary Pre-K Grant							
465150 Early Childhood Ed-State Grant	-1,487,619	-1,487,619	.00	.00	.00	-1,487,619.00	.0%
TOTAL Voluntary Pre-K Grant	-1,487,619	-1,487,619	.00	.00	.00	-1,487,619.00	.0%
6470 Northwest TN Head Start							
489900 Other	-48,000	-48,000	.00	.00	.00	-48,000.00	.0%
TOTAL Northwest TN Head Start	-48,000	-48,000	.00	.00	.00	-48,000.00	.0%
6640 Bridge Camps-MS							
465900 Other State Education Funds	-200,863	-200,863	.00	.00	.00	-200,863.00	.0%
475900 Other Federal Through State	-133,907	-133,907	.00	.00	.00	-133,907.00	.0%
TOTAL Bridge Camps-MS	-334,770	-334,770	.00	.00	.00	-334,770.00	.0%
6690 Summer Learning Camps Transport							

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
465900 Other State Education Funds	-122,690	-122,690	.00	.00	.00	-122,690.00	.0%
TOTAL Summer Learning Camps Trans	-122,690	-122,690	.00	.00	.00	-122,690.00	.0%
TOTAL No Function	-105,224,770	-105,224,770	.00	.00	.00	-105,224,770.00	.0%
71100 Regular Instruction Program							
0000 No Cost Center							
511600 Teachers	34,800,000	34,800,000	11,103.26	11,103.26	.00	34,788,896.74	.0%
511700 Career Ladder Program	79,000	79,000	.00	.00	.00	79,000.00	.0%
512800 Homebound Teachers	161,000	161,000	.00	.00	.00	161,000.00	.0%
514000 Salary Supplements	750,000	750,000	.00	.00	.00	750,000.00	.0%
516300 Educational Assistants	1,140,000	1,140,000	.00	.00	.00	1,140,000.00	.0%
518800 Bonus Payments	116,000	116,000	3,010.00	3,010.00	.00	112,990.00	2.6%
519500 Certified Substitute Teachers	125,000	125,000	.00	.00	.00	125,000.00	.0%
519800 Non-Certified Sub Teachers	350,000	350,000	.00	.00	.00	350,000.00	.0%
520100 Social Security	2,689,000	2,689,000	1,226.91	1,226.91	.00	2,687,773.09	.0%
520400 Pensions	3,517,000	3,517,000	16,236.55	16,236.55	.00	3,500,763.45	.5%
520600 Life Insurance	80,000	80,000	33.92	33.92	.00	79,966.08	.0%
520700 Medical Insurance	3,890,000	3,890,000	31,943.40	31,943.40	.00	3,858,056.60	.8%
520800 Dental Insurance	141,000	141,000	77.88	77.88	.00	140,922.12	.1%
521100 Local Retirement	30,000	30,000	.00	.00	.00	30,000.00	.0%
521700 Retirement - Hybrid Stabiliza	255,000	255,000	6,463.14	6,463.14	.00	248,536.86	2.5%
529900 Other Fringe Benefits	325,000	325,000	2,353.38	2,353.38	.00	322,646.62	.7%
535600 Tuition	63,000	63,000	.00	.00	.00	63,000.00	.0%
539900 Other Contracted Services	231,000	231,000	572.00	572.00	.00	230,428.00	.2%
542900 Instructional Supplies & Mat	397,500	397,500	920.00	920.00	1,045.64	395,534.36	.5%
544900 Textbooks	390,000	390,000	.00	.00	100,005.54	289,994.46	25.6%
547100 Software	0	0	21,577.50	21,577.50	6,000.00	-27,577.50	100.0%
549900 Other Supplies and Materials	332,500	332,500	.00	.00	5,059.50	327,440.50	1.5%
572200 Regular Instruction Equipment	260,000	260,000	519.96	519.96	80,903.28	178,576.76	31.3%
TOTAL No Cost Center	50,122,000	50,122,000	96,037.90	96,037.90	193,013.96	49,832,948.14	.6%

5150 Fine Arts Allocation

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
542900 Instructional Supplies & Mat	88,500	88,500	.00	.00	.00	88,500.00	.0%
572200 Regular Instruction Equipment	90,000	90,000	.00	.00	.00	90,000.00	.0%
TOTAL Fine Arts Allocation	178,500	178,500	.00	.00	.00	178,500.00	.0%
5300 Montessori Program							
542900 Instructional Supplies & Mat	30,000	30,000	3,601.94	3,601.94	27,368.33	-970.27	103.2%
TOTAL Montessori Program	30,000	30,000	3,601.94	3,601.94	27,368.33	-970.27	103.2%
6620 Summer Learning Camps-ES							
518900 Other Salaries and Wages	0	0	4,760.00	4,760.00	.00	-4,760.00	100.0%
520100 Social Security	0	0	364.14	364.14	.00	-364.14	100.0%
TOTAL Summer Learning Camps-ES	0	0	5,124.14	5,124.14	.00	-5,124.14	100.0%
6640 Bridge Camps-MS							
518900 Other Salaries and Wages	282,000	282,000	.00	.00	.00	282,000.00	.0%
520100 Social Security	21,573	21,573	.00	.00	.00	21,573.00	.0%
520400 Pensions	29,095	29,095	.00	.00	.00	29,095.00	.0%
521700 Retirement - Hybrid Stabiliza	2,102	2,102	.00	.00	.00	2,102.00	.0%
TOTAL Bridge Camps-MS	334,770	334,770	.00	.00	.00	334,770.00	.0%
TOTAL Regular Instruction Program	50,665,270	50,665,270	104,763.98	104,763.98	220,382.29	50,340,123.73	.6%
71200 Special Education Program							
0000 No Cost Center							
511600 Teachers	6,190,000	6,190,000	2,010.01	2,010.01	.00	6,187,989.99	.0%
511700 Career Ladder Program	22,000	22,000	.00	.00	.00	22,000.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
512800 Homebound Teachers	93,000	93,000	.00	.00	.00	93,000.00	.0%
516300 Educational Assistants	1,002,000	1,002,000	.00	.00	.00	1,002,000.00	.0%
517100 Speech Pathologists	685,000	685,000	.00	.00	.00	685,000.00	.0%
518800 Bonus Payments	22,000	22,000	.00	.00	.00	22,000.00	.0%
519500 Certified Substitute Teachers	15,000	15,000	.00	.00	.00	15,000.00	.0%
519800 Non-Certified Sub Teachers	60,000	60,000	.00	.00	.00	60,000.00	.0%
520100 Social Security	563,000	563,000	155.91	155.91	.00	562,844.09	.0%
520400 Pensions	680,000	680,000	207.03	207.03	.00	679,792.97	.0%
520600 Life Insurance	15,000	15,000	.00	.00	.00	15,000.00	.0%
520700 Medical Insurance	614,000	614,000	423.00	423.00	.00	613,577.00	.1%
520800 Dental Insurance	27,000	27,000	-6.36	-6.36	.00	27,006.36	.0%
521100 Local Retirement	22,000	22,000	.00	.00	.00	22,000.00	.0%
521700 Retirement - Hybrid Stabiliza	38,000	38,000	.00	.00	.00	38,000.00	.0%
531000 Contractsw/OtherPublicAgencie	536,000	536,000	2,880.00	2,880.00	457,120.00	76,000.00	85.8%
531200 Contracts with PrivateAgencie	126,000	126,000	.00	.00	25,000.00	101,000.00	19.8%
539900 Other Contracted Services	35,000	35,000	.00	.00	.00	35,000.00	.0%
542900 Instructional Supplies & Mat	25,000	25,000	.00	.00	750.00	24,250.00	3.0%
549900 Other Supplies and Materials	25,000	25,000	.00	.00	6,700.00	18,300.00	26.8%
572500 Special Education Equipment	30,000	30,000	.00	.00	8,189.76	21,810.24	27.3%
TOTAL No Cost Center	10,825,000	10,825,000	5,669.59	5,669.59	497,759.76	10,321,570.65	4.7%

6350 Vocational Rehabilitation

516300 Educational Assistants	34,500	34,500	.00	.00	.00	34,500.00	.0%
520100 Social Security	2,600	2,600	.00	.00	.00	2,600.00	.0%
520600 Life Insurance	70	70	.00	.00	.00	70.00	.0%
520700 Medical Insurance	5,000	5,000	.00	.00	.00	5,000.00	.0%
520800 Dental Insurance	500	500	.00	.00	.00	500.00	.0%
521100 Local Retirement	1,400	1,400	.00	.00	.00	1,400.00	.0%
TOTAL Vocational Rehabilitation	44,070	44,070	.00	.00	.00	44,070.00	.0%
TOTAL Special Education Program	10,869,070	10,869,070	5,669.59	5,669.59	497,759.76	10,365,640.65	4.6%

71300 Vocational Education Program

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
511600 Teachers	2,280,000	2,280,000	.00	.00	.00	2,280,000.00	.0%
511700 Career Ladder Program	3,000	3,000	.00	.00	.00	3,000.00	.0%
518800 Bonus Payments	8,000	8,000	.00	.00	.00	8,000.00	.0%
518900 Other Salaries and Wages	31,000	31,000	2,081.60	2,081.60	.00	28,918.40	6.7%
519500 Certified Substitute Teachers	5,000	5,000	.00	.00	.00	5,000.00	.0%
519800 Non-Certified Sub Teachers	23,000	23,000	.00	.00	.00	23,000.00	.0%
520100 Social Security	169,000	169,000	159.24	159.24	.00	168,840.76	.1%
520400 Pensions	220,000	220,000	.00	.00	.00	220,000.00	.0%
520600 Life Insurance	4,500	4,500	4.48	4.48	.00	4,495.52	.1%
520700 Medical Insurance	190,000	190,000	.00	.00	.00	190,000.00	.0%
520800 Dental Insurance	9,000	9,000	.00	.00	.00	9,000.00	.0%
521100 Local Retirement	1,200	1,200	83.26	83.26	.00	1,116.74	6.9%
521700 Retirement - Hybrid Stabiliza	17,000	17,000	.00	.00	.00	17,000.00	.0%
539900 Other Contracted Services	2,000	2,000	.00	.00	.00	2,000.00	.0%
542900 Instructional Supplies & Mat	42,500	42,500	99.99	99.99	.00	42,400.01	.2%
543000 Textbooks - Electronic	20,000	20,000	.00	.00	.00	20,000.00	.0%
544900 Textbooks	20,000	20,000	.00	.00	.00	20,000.00	.0%
547100 Software	15,000	15,000	.00	.00	.00	15,000.00	.0%
573000 Vocational Instruct Equipment	120,000	120,000	.00	.00	56,699.97	63,300.03	47.2%
TOTAL No Cost Center	3,180,200	3,180,200	2,428.57	2,428.57	56,699.97	3,121,071.46	1.9%
6680 MS STEM Grant							
542900 Instructional Supplies & Mat	10,000	10,000	.00	.00	8,081.89	1,918.11	80.8%
TOTAL MS STEM Grant	10,000	10,000	.00	.00	8,081.89	1,918.11	80.8%
6800 Project Lead The Way							
542900 Instructional Supplies & Mat	8,000	8,000	.00	.00	.00	8,000.00	.0%
TOTAL Project Lead The Way	8,000	8,000	.00	.00	.00	8,000.00	.0%
TOTAL Vocational Education Progra	3,198,200	3,198,200	2,428.57	2,428.57	64,781.86	3,130,989.57	2.1%
72110 Attendance							
0000 No Cost Center							

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and wages	51,000	51,000	5,635.86	5,635.86	.00	45,364.14	11.1%
520100 Social Security	3,200	3,200	431.15	431.15	.00	2,768.85	13.5%
520400 Pensions	5,700	5,700	420.38	420.38	.00	5,279.62	7.4%
520600 Life Insurance	100	100	16.80	16.80	.00	83.20	16.8%
520700 Medical Insurance	6,000	6,000	.00	.00	.00	6,000.00	.0%
520800 Dental Insurance	200	200	.00	.00	.00	200.00	.0%
521100 Local Retirement	0	0	80.23	80.23	.00	-80.23	100.0%
535500 Travel	1,500	1,500	.00	.00	.00	1,500.00	.0%
547100 Software	128,000	128,000	106,317.30	106,317.30	.00	21,682.70	83.1%
549900 Other Supplies and Materials	1,800	1,800	.00	.00	.00	1,800.00	.0%
552400 In Service/Staff Development	7,500	7,500	.00	.00	.00	7,500.00	.0%
570400 Attendance Equipment	4,000	4,000	.00	.00	.00	4,000.00	.0%
TOTAL No Cost Center	209,000	209,000	112,901.72	112,901.72	.00	96,098.28	54.0%
TOTAL Attendance	209,000	209,000	112,901.72	112,901.72	.00	96,098.28	54.0%

72120 Health Services

0000 No Cost Center

513100 Medical Personnel	585,000	585,000	5,025.26	5,025.26	.00	579,974.74	.9%
520100 Social Security	42,000	42,000	360.92	360.92	.00	41,639.08	.9%
520400 Pensions	45,000	45,000	581.92	581.92	.00	44,418.08	1.3%
520600 Life Insurance	1,200	1,200	10.56	10.56	.00	1,189.44	.9%
520700 Medical Insurance	95,000	95,000	423.00	423.00	.00	94,577.00	.4%
520800 Dental Insurance	3,800	3,800	10.86	10.86	.00	3,789.14	.3%
521100 Local Retirement	6,000	6,000	.00	.00	.00	6,000.00	.0%
521700 Retirement - Hybrid Stabiliza	6,500	6,500	.00	.00	.00	6,500.00	.0%
535500 Travel	2,500	2,500	.00	.00	.00	2,500.00	.0%
539900 Other Contracted Services	2,000	2,000	.00	.00	2,000.00	.00	100.0%
547100 Software	20,000	20,000	3,110.44	3,110.44	.00	16,889.56	15.6%
549900 Other Supplies and Materials	20,000	20,000	.00	.00	1,086.63	18,913.37	5.4%
552400 In Service/Staff Development	2,500	2,500	.00	.00	250.00	2,250.00	10.0%
TOTAL No Cost Center	831,500	831,500	9,522.96	9,522.96	3,336.63	818,640.41	1.5%

6100 Coordinated School Health

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
513100 Medical Personnel	48,000	48,000	.00	.00	.00	48,000.00	.0%
518900 Other Salaries and Wages	50,000	50,000	2,099.72	2,099.72	.00	47,900.28	4.2%
520100 Social Security	6,600	6,600	148.82	148.82	.00	6,451.18	2.3%
520400 Pensions	8,500	8,500	243.14	243.14	.00	8,256.86	2.9%
520600 Life Insurance	150	150	4.48	4.48	.00	145.52	3.0%
520700 Medical Insurance	16,000	16,000	414.00	414.00	.00	15,586.00	2.6%
520800 Dental Insurance	800	800	10.86	10.86	.00	789.14	1.4%
521700 Retirement - Hybrid Stabiliza	600	600	.00	.00	.00	600.00	.0%
535500 Travel	500	500	.00	.00	.00	500.00	.0%
549900 Other Supplies and Materials	3,250	3,250	.00	.00	.00	3,250.00	.0%
552400 In Service/Staff Development	600	600	.00	.00	.00	600.00	.0%
TOTAL Coordinated School Health	135,000	135,000	2,921.02	2,921.02	.00	132,078.98	2.2%
TOTAL Health Services	966,500	966,500	12,443.98	12,443.98	3,336.63	950,719.39	1.6%

72130 Other Student Support

0000 No Cost Center

510500 Supervisor/Director	104,000	104,000	15,317.92	15,317.92	.00	88,682.08	14.7%
511700 Career Ladder Program	6,000	6,000	.00	.00	.00	6,000.00	.0%
512300 Guidance Personnel	2,259,000	2,259,000	.00	.00	.00	2,259,000.00	.0%
512400 Psychological Personnel	429,000	429,000	.00	.00	.00	429,000.00	.0%
513000 Social Workers	132,000	132,000	.00	.00	.00	132,000.00	.0%
516200 Clerical Personnel	115,000	115,000	382.91	382.91	.00	114,617.09	.3%
518800 Bonus Payments	10,000	10,000	.00	.00	.00	10,000.00	.0%
518900 Other Salaries and Wages	343,000	343,000	18,796.90	18,796.90	.00	324,203.10	5.5%
520100 Social Security	234,000	234,000	2,566.91	2,566.91	.00	231,433.09	1.1%
520400 Pensions	302,000	302,000	2,675.16	2,675.16	.00	299,324.84	.9%
520600 Life Insurance	6,000	6,000	70.40	70.40	.00	5,929.60	1.2%
520700 Medical Insurance	282,000	282,000	538.00	538.00	.00	281,462.00	.2%
520800 Dental Insurance	11,000	11,000	28.08	28.08	.00	10,971.92	.3%
521100 Local Retirement	2,500	2,500	.00	.00	.00	2,500.00	.0%
521700 Retirement - Hybrid Stabiliza	11,000	11,000	121.06	121.06	.00	10,878.94	1.1%
530900 Contracts with Govt Agencies	250,000	250,000	.00	.00	.00	250,000.00	.0%
535500 Travel	75,800	75,800	3,139.60	3,139.60	.00	72,660.40	4.1%
539900 Other Contracted Services	35,000	35,000	.00	.00	.00	35,000.00	.0%
543500 Office Supplies	1,000	1,000	.00	.00	.00	1,000.00	.0%
547100 Software	142,000	142,000	.00	.00	.00	142,000.00	.0%
549900 Other Supplies and Materials	57,500	57,500	.00	.00	31.00	57,469.00	.1%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
552400 In Service/Staff Development	2,000	2,000	.00	.00	.00	2,000.00	.0%
559900 Other Charges	13,000	13,000	.00	.00	500.00	12,500.00	3.8%
TOTAL No Cost Center	4,822,800	4,822,800	43,636.94	43,636.94	531.00	4,778,632.06	.9%

6370 CC Early Intervening Services

518900 Other Salaries and wages	120,000	120,000	.00	.00	.00	120,000.00	.0%
519600 In-Service Training	10,000	10,000	.00	.00	.00	10,000.00	.0%
520100 Social Security	9,180	9,180	.00	.00	.00	9,180.00	.0%
520400 Pensions	4,800	4,800	.00	.00	.00	4,800.00	.0%
520600 Life Insurance	225	225	.00	.00	.00	225.00	.0%
520700 Medical Insurance	7,500	7,500	.00	.00	.00	7,500.00	.0%
520800 Dental Insurance	250	250	.00	.00	.00	250.00	.0%
521100 Local Retirement	2,000	2,000	.00	.00	.00	2,000.00	.0%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
549900 Other Supplies and Materials	10,000	10,000	.00	.00	.00	10,000.00	.0%
552400 In Service/Staff Development	15,000	15,000	960.79	960.79	.00	14,039.21	6.4%
TOTAL CC Early Intervening Servic	179,955	179,955	960.79	960.79	.00	178,994.21	.5%
TOTAL Other Student Support	5,002,755	5,002,755	44,597.73	44,597.73	531.00	4,957,626.27	.9%

72210 Regular Instruction Program

0000 No Cost Center

510500 Supervisor/Director	295,000	295,000	22,595.78	22,595.78	.00	272,404.22	7.7%
511700 Career Ladder Program	20,000	20,000	.00	.00	.00	20,000.00	.0%
512900 Librarians	1,265,000	1,265,000	.00	.00	.00	1,265,000.00	.0%
516200 Clerical Personnel	108,500	108,500	8,745.80	8,745.80	.00	99,754.20	8.1%
518800 Bonus Payments	10,000	10,000	.00	.00	.00	10,000.00	.0%
518900 Other Salaries and wages	886,000	886,000	9,386.26	9,386.26	.00	876,613.74	1.1%
519500 certified Substitute Teachers	6,000	6,000	.00	.00	.00	6,000.00	.0%
519600 In-Service Training	18,500	18,500	.00	.00	.00	18,500.00	.0%
519800 Non-Certified Sub Teachers	8,000	8,000	.00	.00	.00	8,000.00	.0%
520100 Social Security	188,000	188,000	2,947.75	2,947.75	.00	185,052.25	1.6%
520400 Pensions	241,000	241,000	3,522.40	3,522.40	.00	237,477.60	1.5%
520600 Life Insurance	5,000	5,000	85.12	85.12	.00	4,914.88	1.7%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
520700 Medical Insurance	222,000	222,000	3,193.00	3,193.00	.00	218,807.00	1.4%
520800 Dental Insurance	8,000	8,000	112.32	112.32	.00	7,887.68	1.4%
521100 Local Retirement	6,700	6,700	114.12	114.12	.00	6,585.88	1.7%
521700 Retirement - Hybrid Stabiliza	5,800	5,800	107.96	107.96	.00	5,692.04	1.9%
535500 Travel	15,500	15,500	.00	.00	.00	15,500.00	.0%
539900 Other Contracted Services	10,700	10,700	.00	.00	8,500.00	2,200.00	79.4%
543200 Library Books/Media	52,500	52,500	.00	.00	.00	52,500.00	.0%
543500 Office Supplies	11,300	11,300	30.00	30.00	1,500.00	9,770.00	13.5%
547100 Software	25,000	25,000	.00	.00	.00	25,000.00	.0%
549900 Other Supplies and Materials	18,500	18,500	18.99	18.99	.00	18,481.01	.1%
552400 In Service/Staff Development	33,000	33,000	1,208.52	1,208.52	20,468.13	11,323.35	65.7%
559900 Other Charges	3,500	3,500	.00	.00	359.98	3,140.02	10.3%
TOTAL No Cost Center	3,463,500	3,463,500	52,068.02	52,068.02	30,828.11	3,380,603.87	2.4%
5150 Fine Arts Allocation							
535500 Travel	28,000	28,000	.00	.00	.00	28,000.00	.0%
TOTAL Fine Arts Allocation	28,000	28,000	.00	.00	.00	28,000.00	.0%
5300 Montessori Program							
552400 In Service/Staff Development	17,500	17,500	.00	.00	.00	17,500.00	.0%
559900 Other Charges	5,000	5,000	.00	.00	2,500.00	2,500.00	50.0%
TOTAL Montessori Program	22,500	22,500	.00	.00	2,500.00	20,000.00	11.1%
6210 Leaders Credit Union							
552400 In Service/Staff Development	10,000	10,000	2,545.00	2,545.00	1,201.75	6,253.25	37.5%
TOTAL Leaders Credit Union	10,000	10,000	2,545.00	2,545.00	1,201.75	6,253.25	37.5%
6250 Safe Schools Act							

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and wages	7,000	7,000	.00	.00	.00	7,000.00	.0%
520100 Social Security	522	522	.00	.00	.00	522.00	.0%
549900 Other Supplies and Materials	865	865	.00	.00	.00	865.00	.0%
552400 In Service/Staff Development	600	600	.00	.00	.00	600.00	.0%
TOTAL Safe Schools Act	8,987	8,987	.00	.00	.00	8,987.00	.0%
TOTAL Regular Instruction Program	3,532,987	3,532,987	54,613.02	54,613.02	34,529.86	3,443,844.12	2.5%

72220 Special Education Program

0000 No Cost Center

510500 Supervisor/Director	171,500	171,500	13,188.14	13,188.14	.00	158,311.86	7.7%
518800 Bonus Payments	3,000	3,000	.00	.00	.00	3,000.00	.0%
518900 Other Salaries and wages	500,000	500,000	13,278.30	13,278.30	.00	486,721.70	2.7%
520100 Social Security	48,000	48,000	1,834.22	1,834.22	.00	46,165.78	3.8%
520400 Pensions	56,000	56,000	2,496.86	2,496.86	.00	53,503.14	4.5%
520600 Life Insurance	1,400	1,400	49.12	49.12	.00	1,350.88	3.5%
520700 Medical Insurance	71,000	71,000	2,548.00	2,548.00	.00	68,452.00	3.6%
520800 Dental Insurance	2,300	2,300	49.80	49.80	.00	2,250.20	2.2%
521100 Local Retirement	5,500	5,500	241.28	241.28	.00	5,258.72	4.4%
521700 Retirement - Hybrid Stabiliza	500	500	.00	.00	.00	500.00	.0%
531200 Contracts with PrivateAgencie	12,500	12,500	.00	.00	10,000.00	2,500.00	80.0%
533600 Maint & Repair Serv-Equipment	5,000	5,000	.00	.00	.00	5,000.00	.0%
535500 Travel	30,000	30,000	374.27	374.27	.00	29,625.73	1.2%
549900 Other Supplies and Materials	25,000	25,000	.00	.00	5,878.75	19,121.25	23.5%
552400 In Service/Staff Development	10,000	10,000	.00	.00	.00	10,000.00	.0%
570100 Administration Equipment	3,000	3,000	.00	.00	.00	3,000.00	.0%
TOTAL No Cost Center	944,700	944,700	34,059.99	34,059.99	15,878.75	894,761.26	5.3%

6350 Vocational Rehabilitation

518900 Other Salaries and wages	64,500	64,500	.00	.00	.00	64,500.00	.0%
520100 Social Security	4,900	4,900	.00	.00	.00	4,900.00	.0%
520400 Pensions	4,600	4,600	.00	.00	.00	4,600.00	.0%
520600 Life Insurance	180	180	.00	.00	.00	180.00	.0%
520700 Medical Insurance	5,000	5,000	.00	.00	.00	5,000.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
520800 Dental Insurance	500	500	.00	.00	.00	500.00	.0%
521100 Local Retirement	1,000	1,000	.00	.00	.00	1,000.00	.0%
TOTAL Vocational Rehabilitation	80,680	80,680	.00	.00	.00	80,680.00	.0%
TOTAL Special Education Program	1,025,380	1,025,380	34,059.99	34,059.99	15,878.75	975,441.26	4.9%

72230 Vocational Education Program

0000 No Cost Center

533600 Maint & Repair Serv-Equipment	10,000	10,000	.00	.00	.00	10,000.00	.0%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
549900 Other Supplies and Materials	1,000	1,000	80.00	80.00	.00	920.00	8.0%
559900 Other Charges	2,000	2,000	100.00	100.00	.00	1,900.00	5.0%
TOTAL No Cost Center	14,000	14,000	180.00	180.00	.00	13,820.00	1.3%

6800 Project Lead The way

552400 In Service/Staff Development	2,000	2,000	.00	.00	.00	2,000.00	.0%
TOTAL Project Lead The way	2,000	2,000	.00	.00	.00	2,000.00	.0%
TOTAL Vocational Education Progra	16,000	16,000	180.00	180.00	.00	15,820.00	1.1%

72250 Technology

0000 No Cost Center

518900 Other Salaries and Wages	120,000	120,000	15,668.78	15,668.78	.00	104,331.22	13.1%
520100 Social Security	9,100	9,100	1,136.99	1,136.99	.00	7,963.01	12.5%
520400 Pensions	0	0	886.26	886.26	.00	-886.26	100.0%
520600 Life Insurance	0	0	30.88	30.88	.00	-30.88	100.0%
520700 Medical Insurance	17,000	17,000	1,477.00	1,477.00	.00	15,523.00	8.7%
520800 Dental Insurance	500	500	49.80	49.80	.00	450.20	10.0%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
521100 Local Retirement	4,800	4,800	265.04	265.04	.00	4,534.96	5.5%
533600 Maint & Repair Serv-Equipment	38,500	38,500	.00	.00	.00	38,500.00	.0%
535000 Internet Connectivity	215,000	215,000	13,733.20	13,733.20	145,189.00	56,077.80	73.9%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
539900 Other Contracted Services	288,000	288,000	117,166.42	117,166.42	.00	170,833.58	40.7%
545100 Uniforms	1,500	1,500	.00	.00	.00	1,500.00	.0%
547000 Cabling	8,000	8,000	.00	.00	.00	8,000.00	.0%
547100 Software	492,460	492,460	16,809.57	16,809.57	178,178.20	297,472.23	39.6%
549900 Other Supplies and Materials	20,000	20,000	183.12	183.12	556.13	19,260.75	3.7%
552400 In Service/Staff Development	21,800	21,800	.00	.00	.00	21,800.00	.0%
579000 Other Equipment	154,400	154,400	.00	.00	12,500.00	141,900.00	8.1%
TOTAL No Cost Center	1,392,060	1,392,060	167,407.06	167,407.06	336,423.33	888,229.61	36.2%
TOTAL Technology	1,392,060	1,392,060	167,407.06	167,407.06	336,423.33	888,229.61	36.2%

72310 Board of Education

0000 No Cost Center

519100 Board & Committee Members Fee	32,400	32,400	2,700.00	2,700.00	.00	29,700.00	8.3%
520100 Social Security	2,480	2,480	206.55	206.55	.00	2,273.45	8.3%
521000 Unemployment Compensation	125,000	125,000	.00	.00	.00	125,000.00	.0%
530500 Audit Services	27,500	27,500	.00	.00	.00	27,500.00	.0%
531600 Contributions	28,000	28,000	4,000.00	4,000.00	.00	24,000.00	14.3%
532000 Dues And Memberships	15,000	15,000	.00	.00	.00	15,000.00	.0%
533100 Legal Services	250,000	250,000	.00	.00	.00	250,000.00	.0%
547100 Software	2,000	2,000	.00	.00	.00	2,000.00	.0%
549900 Other Supplies and Materials	8,700	8,700	.00	.00	449.00	8,251.00	5.2%
551000 Trustee's Commission	725,000	725,000	.00	.00	.00	725,000.00	.0%
551300 Worker's Compensation Ins	910,000	910,000	220,282.00	220,282.00	685,221.00	4,497.00	99.5%
552400 In Service/Staff Development	27,000	27,000	.00	.00	8,188.91	18,811.09	30.3%
559900 Other Charges	1,500	1,500	.00	.00	.00	1,500.00	.0%
570100 Administration Equipment	5,000	5,000	.00	.00	.00	5,000.00	.0%
TOTAL No Cost Center	2,159,580	2,159,580	227,188.55	227,188.55	693,858.91	1,238,532.54	42.6%
TOTAL Board of Education	2,159,580	2,159,580	227,188.55	227,188.55	693,858.91	1,238,532.54	42.6%

72320 Director of Schools

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
510100 County Official/Admin Officer	190,550	190,550	14,657.70	14,657.70	.00	175,892.30	7.7%
510300 Assistant(s)	278,100	278,100	22,161.52	22,161.52	.00	255,938.48	8.0%
511700 Career Ladder Program	1,000	1,000	800.00	800.00	.00	200.00	80.0%
516100 Secretary(s)	88,000	88,000	7,467.40	7,467.40	.00	80,532.60	8.5%
518900 Other Salaries and Wages	152,100	152,100	11,700.00	11,700.00	.00	140,400.00	7.7%
520100 Social Security	52,000	52,000	4,404.02	4,404.02	.00	47,595.98	8.5%
520400 Pensions	63,000	63,000	5,079.88	5,079.88	.00	57,920.12	8.1%
520600 Life Insurance	1,400	1,400	113.12	113.12	.00	1,286.88	8.1%
520700 Medical Insurance	48,000	48,000	3,109.00	3,109.00	.00	44,891.00	6.5%
520800 Dental Insurance	1,600	1,600	95.10	95.10	.00	1,504.90	5.9%
521100 Local Retirement	3,520	3,520	293.32	293.32	.00	3,226.68	8.3%
529900 Other Fringe Benefits	50,000	50,000	3,185.00	3,185.00	.00	46,815.00	6.4%
530200 Advertising	13,000	13,000	.00	.00	1,000.00	12,000.00	7.7%
530700 Communication	85,000	85,000	5,009.76	5,009.76	948.00	79,042.24	7.0%
532000 Dues And Memberships	9,000	9,000	5,695.00	5,695.00	.00	3,305.00	63.3%
533000 Operating Lease Payments	1,000	1,000	.00	.00	.00	1,000.00	.0%
534800 Postal Charges	8,000	8,000	.00	.00	.00	8,000.00	.0%
535500 Travel	6,500	6,500	81.59	81.59	.00	6,418.41	1.3%
539900 Other Contracted Services	16,000	16,000	.00	.00	13,300.00	2,700.00	83.1%
543500 Office Supplies	5,000	5,000	.00	.00	2,696.00	2,304.00	53.9%
547100 Software	500	500	.00	.00	.00	500.00	.0%
549900 Other Supplies and Materials	16,000	16,000	.00	.00	1,633.98	14,366.02	10.2%
552400 In Service/Staff Development	6,500	6,500	.00	.00	1,000.00	5,500.00	15.4%
559900 Other Charges	6,000	6,000	.00	.00	254.00	5,746.00	4.2%
570100 Administration Equipment	9,100	9,100	.00	.00	.00	9,100.00	.0%
TOTAL No Cost Center	1,110,870	1,110,870	83,852.41	83,852.41	20,831.98	1,006,185.61	9.4%
TOTAL Director of Schools	1,110,870	1,110,870	83,852.41	83,852.41	20,831.98	1,006,185.61	9.4%

72410 Office of the Principal

0000 No Cost Center

510400 Principals	2,360,000	2,360,000	209,605.65	209,605.65	.00	2,150,394.35	8.9%
511700 Career Ladder Program	18,000	18,000	.00	.00	.00	18,000.00	.0%
513900 Assistant Principals	2,175,000	2,175,000	170,166.04	170,166.04	.00	2,004,833.96	7.8%
516100 Secretary(s)	1,530,000	1,530,000	1,893.14	1,893.14	.00	1,528,106.86	.1%
516200 Clerical Personnel	18,300	18,300	.00	.00	.00	18,300.00	.0%
518800 Bonus Payments	13,000	13,000	.00	.00	.00	13,000.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and wages	370,000	370,000	.00	.00	.00	370,000.00	.0%
520100 Social Security	466,000	466,000	27,377.25	27,377.25	.00	438,622.75	5.9%
520400 Pensions	600,000	600,000	38,752.42	38,752.42	.00	561,247.58	6.5%
520600 Life Insurance	12,500	12,500	765.44	765.44	.00	11,734.56	6.1%
520700 Medical Insurance	615,000	615,000	28,268.00	28,268.00	.00	586,732.00	4.6%
520800 Dental Insurance	25,000	25,000	972.72	972.72	.00	24,027.28	3.9%
521100 Local Retirement	45,000	45,000	.00	.00	.00	45,000.00	.0%
521700 Retirement - Hybrid Stabiliza	2,500	2,500	352.84	352.84	.00	2,147.16	14.1%
535500 Travel	11,000	11,000	.00	.00	.00	11,000.00	.0%
549900 Other Supplies and Materials	135,000	135,000	12,000.00	12,000.00	1,000.00	122,000.00	9.6%
570100 Administration Equipment	30,000	30,000	.00	.00	.00	30,000.00	.0%
TOTAL No Cost Center	8,426,300	8,426,300	490,153.50	490,153.50	1,000.00	7,935,146.50	5.8%
TOTAL Office of the Principal	8,426,300	8,426,300	490,153.50	490,153.50	1,000.00	7,935,146.50	5.8%

72510 Fiscal Services

0000 No Cost Center

510500 Supervisor/Director	99,400	99,400	7,968.34	7,968.34	.00	91,431.66	8.0%
511900 Accountants/Bookkeepers	140,000	140,000	14,769.24	14,769.24	.00	125,230.76	10.5%
520100 Social Security	17,000	17,000	1,611.60	1,611.60	.00	15,388.40	9.5%
520400 Pensions	18,500	18,500	1,434.94	1,434.94	.00	17,065.06	7.8%
520600 Life Insurance	450	450	46.72	46.72	.00	403.28	10.4%
520700 Medical Insurance	10,000	10,000	848.00	848.00	.00	9,152.00	8.5%
520800 Dental Insurance	900	900	112.32	112.32	.00	787.68	12.5%
521100 Local Retirement	3,500	3,500	680.00	680.00	.00	2,820.00	19.4%
532000 Dues And Memberships	2,300	2,300	.00	.00	639.00	1,661.00	27.8%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
539900 Other Contracted Services	282,500	282,500	.00	.00	4,775.00	277,725.00	1.7%
543500 Office Supplies	1,500	1,500	294.11	294.11	31.00	1,174.89	21.7%
547100 Software	40,000	40,000	.00	.00	.00	40,000.00	.0%
552400 In Service/Staff Development	7,000	7,000	.00	.00	.00	7,000.00	.0%
570100 Administration Equipment	15,000	15,000	.00	.00	.00	15,000.00	.0%
TOTAL No Cost Center	639,050	639,050	27,765.27	27,765.27	5,445.00	605,839.73	5.2%
TOTAL Fiscal Services	639,050	639,050	27,765.27	27,765.27	5,445.00	605,839.73	5.2%

72520 Human Services/Personnel

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
510500 Supervisor/Director	160,000	160,000	12,176.08	12,176.08	.00	147,823.92	7.6%
516200 Clerical Personnel	0	0	3,110.80	3,110.80	.00	-3,110.80	100.0%
518900 Other Salaries and Wages	56,500	56,500	4,307.70	4,307.70	.00	52,192.30	7.6%
520100 Social Security	16,300	16,300	1,413.96	1,413.96	.00	14,886.04	8.7%
520400 Pensions	8,000	8,000	968.54	968.54	.00	7,031.46	12.1%
520600 Life Insurance	430	430	40.96	40.96	.00	389.04	9.5%
520700 Medical Insurance	10,000	10,000	1,239.00	1,239.00	.00	8,761.00	12.4%
520800 Dental Insurance	700	700	67.02	67.02	.00	632.98	9.6%
521100 Local Retirement	10,400	10,400	786.16	786.16	.00	9,613.84	7.6%
530200 Advertising	2,300	2,300	.00	.00	.00	2,300.00	.0%
532000 Dues And Memberships	1,100	1,100	.00	.00	.00	1,100.00	.0%
535500 Travel	800	800	.00	.00	.00	800.00	.0%
539900 Other Contracted Services	7,050	7,050	10.00	10.00	3,300.00	3,740.00	47.0%
543500 Office Supplies	3,500	3,500	.00	.00	475.00	3,025.00	13.6%
547100 Software	25,500	25,500	.00	.00	.00	25,500.00	.0%
549900 Other Supplies and Materials	2,500	2,500	.00	.00	.00	2,500.00	.0%
552400 In Service/Staff Development	2,500	2,500	.00	.00	.00	2,500.00	.0%
559900 Other Charges	1,500	1,500	.00	.00	.00	1,500.00	.0%
570100 Administration Equipment	2,600	2,600	.00	.00	.00	2,600.00	.0%
TOTAL No Cost Center	311,680	311,680	24,120.22	24,120.22	3,775.00	283,784.78	8.9%
TOTAL Human Services/Personnel	311,680	311,680	24,120.22	24,120.22	3,775.00	283,784.78	8.9%

72610 Operation of Plant

0000 No Cost Center

510500 Supervisor/Director	109,000	109,000	8,307.70	8,307.70	.00	100,692.30	7.6%
516100 Secretary(s)	42,000	42,000	3,234.00	3,234.00	.00	38,766.00	7.7%
516600 Custodial Personnel	90,000	90,000	.00	.00	.00	90,000.00	.0%
520100 Social Security	17,500	17,500	854.96	854.96	.00	16,645.04	4.9%
520400 Pensions	16,100	16,100	1,230.20	1,230.20	.00	14,869.80	7.6%
520600 Life Insurance	500	500	24.16	24.16	.00	475.84	4.8%
520700 Medical Insurance	30,000	30,000	423.00	423.00	.00	29,577.00	1.4%
520800 Dental Insurance	1,000	1,000	10.86	10.86	.00	989.14	1.1%
521100 Local Retirement	1,800	1,800	.00	.00	.00	1,800.00	.0%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
539900 Other Contracted Services	2,382,500	2,382,500	14,919.36	14,919.36	1,000.00	2,366,580.64	.7%
541500 Electricity	2,450,000	2,450,000	157,750.67	157,750.67	.00	2,292,249.33	6.4%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
543400 Natural Gas	475,000	475,000	6,281.51	6,281.51	.00	468,718.49	1.3%
545100 Uniforms	1,000	1,000	.00	.00	.00	1,000.00	.0%
545400 Water And Sewer	300,000	300,000	13,318.95	13,318.95	.00	286,681.05	4.4%
549900 Other Supplies and Materials	22,500	22,500	.00	.00	299.00	22,201.00	1.3%
550200 Building And Content Insuranc	1,240,000	1,240,000	1,008,274.00	1,008,274.00	1,000.00	230,726.00	81.4%
552400 In Service/Staff Development	2,000	2,000	.00	.00	.00	2,000.00	.0%
570100 Administration Equipment	3,000	3,000	.00	.00	.00	3,000.00	.0%
572000 Plant Operation Equipment	75,000	75,000	.00	.00	6,000.00	69,000.00	8.0%
TOTAL No Cost Center	7,259,900	7,259,900	1,214,629.37	1,214,629.37	8,299.00	6,036,971.63	16.8%
TOTAL Operation of Plant	7,259,900	7,259,900	1,214,629.37	1,214,629.37	8,299.00	6,036,971.63	16.8%

72620 Maintenance of Plant

0000 No Cost Center

510500 Supervisor/Director	71,500	71,500	5,446.32	5,446.32	.00	66,053.68	7.6%
516100 Secretary(s)	88,000	88,000	6,937.97	6,937.97	.00	81,062.03	7.9%
518900 Other Salaries and Wages	1,530,000	1,530,000	97,660.29	97,660.29	.00	1,432,339.71	6.4%
520100 Social Security	123,000	123,000	7,864.29	7,864.29	.00	115,135.71	6.4%
520400 Pensions	110,000	110,000	7,189.86	7,189.86	.00	102,810.14	6.5%
520600 Life Insurance	3,400	3,400	216.00	216.00	.00	3,184.00	6.4%
520700 Medical Insurance	177,000	177,000	10,872.50	10,872.50	.00	166,127.50	6.1%
520800 Dental Insurance	7,000	7,000	386.22	386.22	.00	6,613.78	5.5%
521100 Local Retirement	40,000	40,000	2,564.40	2,564.40	.00	37,435.60	6.4%
535500 Travel	1,500	1,500	33.00	33.00	.00	1,467.00	2.2%
539900 Other Contracted Services	416,000	416,000	.00	.00	138,855.00	277,145.00	33.4%
545100 Uniforms	1,500	1,500	.00	.00	.00	1,500.00	.0%
547100 Software	23,000	23,000	.00	.00	.00	23,000.00	.0%
549900 Other Supplies and Materials	407,500	407,500	-21.99	-21.99	306,732.03	100,789.96	75.3%
552400 In Service/Staff Development	3,000	3,000	.00	.00	245.00	2,755.00	8.2%
570100 Administration Equipment	1,500	1,500	.00	.00	.00	1,500.00	.0%
571700 Maintenance Equipment	50,000	50,000	.00	.00	15,956.38	34,043.62	31.9%
TOTAL No Cost Center	3,053,900	3,053,900	139,148.86	139,148.86	461,788.41	2,452,962.73	19.7%

6230 Regions Grant

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and Wages	0	0	760.00	760.00	.00	-760.00	100.0%
520100 Social Security	0	0	58.14	58.14	.00	-58.14	100.0%
TOTAL Regions Grant	0	0	818.14	818.14	.00	-818.14	100.0%
6250 Safe Schools Act							
570100 Administration Equipment	38,000	38,000	.00	.00	.00	38,000.00	.0%
TOTAL Safe Schools Act	38,000	38,000	.00	.00	.00	38,000.00	.0%
TOTAL Maintenance of Plant	3,091,900	3,091,900	139,967.00	139,967.00	461,788.41	2,490,144.59	19.5%
72710 Transportation							
0000 No Cost Center							
510500 Supervisor/Director	75,000	75,000	5,769.24	5,769.24	.00	69,230.76	7.7%
514200 Mechanic(s)	415,000	415,000	25,320.00	25,320.00	.00	389,680.00	6.1%
514600 Bus Drivers	2,350,000	2,350,000	10,417.96	10,417.96	.00	2,339,582.04	.4%
518900 Other Salaries and Wages	815,000	815,000	33,501.74	33,501.74	.00	781,498.26	4.1%
520100 Social Security	268,000	268,000	5,404.44	5,404.44	.00	262,595.56	2.0%
520400 Pensions	210,000	210,000	4,855.97	4,855.97	.00	205,144.03	2.3%
520600 Life Insurance	6,500	6,500	124.48	124.48	.00	6,375.52	1.9%
520700 Medical Insurance	325,000	325,000	7,830.00	7,830.00	.00	317,170.00	2.4%
520800 Dental Insurance	20,000	20,000	210.06	210.06	.00	19,789.94	1.1%
521100 Local Retirement	85,000	85,000	915.08	915.08	.00	84,084.92	1.1%
531300 Contracts With Parents	8,000	8,000	.00	.00	.00	8,000.00	.0%
533800 Maint & Repair Serv-Vehicles	15,000	15,000	.00	.00	5,000.00	10,000.00	33.3%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
539900 Other Contracted Services	72,700	72,700	1,373.53	1,373.53	19,926.47	51,400.00	29.3%
541200 Diesel Fuel	450,000	450,000	.00	.00	.00	450,000.00	.0%
542500 Gasoline	95,000	95,000	604.12	604.12	24,395.88	70,000.00	26.3%
543300 Lubricants	13,000	13,000	.00	.00	3,500.00	9,500.00	26.9%
543500 Office Supplies	6,000	6,000	611.65	611.65	2,148.35	3,240.00	46.0%
545000 Tires And Tubes	67,500	67,500	552.51	552.51	4,447.49	62,500.00	7.4%
545100 Uniforms	2,000	2,000	.00	.00	.00	2,000.00	.0%
545300 Vehicle Parts	205,000	205,000	12,727.90	12,727.90	87,911.45	104,360.65	49.1%
547100 Software	71,500	71,500	.00	.00	63,951.87	7,548.13	89.4%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
549900 Other Supplies and Materials	35,000	35,000	.00	.00	1,000.00	34,000.00	2.9%
552400 In Service/Staff Development	7,000	7,000	1,063.72	1,063.72	4,500.00	1,436.28	79.5%
559900 Other Charges	13,000	13,000	35.00	35.00	3,265.00	9,700.00	25.4%
570100 Administration Equipment	2,500	2,500	.00	.00	1,541.78	958.22	61.7%
TOTAL No Cost Center	5,633,700	5,633,700	111,317.40	111,317.40	221,588.29	5,300,794.31	5.9%

6690 Summer Learning Camps Transprt

514600 Bus Drivers	95,000	95,000	8,137.00	8,137.00	.00	86,863.00	8.6%
520100 Social Security	7,270	7,270	622.49	622.49	.00	6,647.51	8.6%
520400 Pensions	9,010	9,010	196.29	196.29	.00	8,813.71	2.2%
521100 Local Retirement	2,010	2,010	214.26	214.26	.00	1,795.74	10.7%
541200 Diesel Fuel	9,400	9,400	.00	.00	.00	9,400.00	.0%
TOTAL Summer Learning Camps Trans	122,690	122,690	9,170.04	9,170.04	.00	113,519.96	7.5%
TOTAL Transportation	5,756,390	5,756,390	120,487.44	120,487.44	221,588.29	5,414,314.27	5.9%

73300 Community Services

0000 No Cost Center

518900 Other Salaries and Wages	150,000	150,000	.00	.00	.00	150,000.00	.0%
520100 Social Security	11,400	11,400	.00	.00	.00	11,400.00	.0%
520400 Pensions	3,500	3,500	.00	.00	.00	3,500.00	.0%
520600 Life Insurance	200	200	.00	.00	.00	200.00	.0%
520700 Medical Insurance	2,000	2,000	.00	.00	.00	2,000.00	.0%
520800 Dental Insurance	700	700	28.08	28.08	.00	671.92	4.0%
521100 Local Retirement	2,000	2,000	.00	.00	.00	2,000.00	.0%
521700 Retirement - Hybrid Stabiliza	200	200	.00	.00	.00	200.00	.0%
545100 Uniforms	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL No Cost Center	172,500	172,500	28.08	28.08	.00	172,471.92	.0%

6150 Leaps-Lottery Educ Afterschool

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and Wages	129,550	129,550	.00	.00	.00	129,550.00	.0%
520100 Social Security	9,878	9,878	.00	.00	.00	9,878.00	.0%
520400 Pensions	13,243	13,243	.00	.00	.00	13,243.00	.0%
521100 Local Retirement	600	600	.00	.00	.00	600.00	.0%
521700 Retirement - Hybrid Stabiliza	1,000	1,000	.00	.00	.00	1,000.00	.0%
539900 Other Contracted Services	4,000	4,000	.00	.00	.00	4,000.00	.0%
542900 Instructional Supplies & Mat	10,179	10,179	.00	.00	.00	10,179.00	.0%
559900 Other Charges	300	300	.00	.00	.00	300.00	.0%
TOTAL Leaps-Lottery Educ Aftersch	168,750	168,750	.00	.00	.00	168,750.00	.0%

6400 School Age Child Care

510500 Supervisor/Director	0	0	4,373.38	4,373.38	.00	-4,373.38	100.0%
518900 Other Salaries and Wages	200,000	200,000	.00	.00	.00	200,000.00	.0%
520100 Social Security	15,000	15,000	281.94	281.94	.00	14,718.06	1.9%
520400 Pensions	15,000	15,000	.00	.00	.00	15,000.00	.0%
520600 Life Insurance	400	400	9.12	9.12	.00	390.88	2.3%
520700 Medical Insurance	24,000	24,000	865.00	865.00	.00	23,135.00	3.6%
520800 Dental Insurance	1,000	1,000	28.08	28.08	.00	971.92	2.8%
521100 Local Retirement	5,500	5,500	306.14	306.14	.00	5,193.86	5.6%
521700 Retirement - Hybrid Stabiliza	300	300	.00	.00	.00	300.00	.0%
530700 Communication	4,000	4,000	241.01	241.01	.00	3,758.99	6.0%
535500 Travel	800	800	.00	.00	.00	800.00	.0%
539900 Other Contracted Services	3,500	3,500	.00	.00	.00	3,500.00	.0%
549900 Other Supplies and Materials	12,000	12,000	.00	.00	500.00	11,500.00	4.2%
552400 In Service/Staff Development	1,500	1,500	.00	.00	.00	1,500.00	.0%
579000 Other Equipment	6,000	6,000	.00	.00	.00	6,000.00	.0%
TOTAL School Age Child Care	289,000	289,000	6,104.67	6,104.67	500.00	282,395.33	2.3%
TOTAL Community Services	630,250	630,250	6,132.75	6,132.75	500.00	623,617.25	1.1%

73400 Early Childhood Education

5350 PreK Local

511600 Teachers	508,000	508,000	.00	.00	.00	508,000.00	.0%
512300 Guidance Personnel	53,000	53,000	.00	.00	.00	53,000.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
516300 Educational Assistants	135,000	135,000	.00	.00	.00	135,000.00	.0%
518800 Bonus Payments	10,000	10,000	.00	.00	.00	10,000.00	.0%
519500 Certified Substitute Teachers	1,000	1,000	.00	.00	.00	1,000.00	.0%
519800 Non-Certified Sub Teachers	5,000	5,000	.00	.00	.00	5,000.00	.0%
520100 Social Security	51,000	51,000	.00	.00	.00	51,000.00	.0%
520400 Pensions	61,000	61,000	.00	.00	.00	61,000.00	.0%
520600 Life Insurance	1,500	1,500	.00	.00	.00	1,500.00	.0%
520700 Medical Insurance	177,000	177,000	.00	.00	.00	177,000.00	.0%
520800 Dental Insurance	3,000	3,000	.00	.00	.00	3,000.00	.0%
521100 Local Retirement	3,500	3,500	.00	.00	.00	3,500.00	.0%
521700 Retirement - Hybrid Stabiliza	2,500	2,500	.00	.00	.00	2,500.00	.0%
535500 Travel	300	300	.00	.00	.00	300.00	.0%
539900 Other Contracted Services	1,000	1,000	.00	.00	.00	1,000.00	.0%
542900 Instructional Supplies & Mat	18,000	18,000	.00	.00	.00	18,000.00	.0%
547100 Software	5,200	5,200	.00	.00	.00	5,200.00	.0%
552400 In Service/Staff Development	7,500	7,500	.00	.00	.00	7,500.00	.0%
572200 Regular Instruction Equipment	8,000	8,000	.00	.00	.00	8,000.00	.0%
TOTAL PreK Local	1,051,500	1,051,500	.00	.00	.00	1,051,500.00	.0%
6450 Voluntary Pre-K Grant							
511600 Teachers	890,000	890,000	.00	.00	.00	890,000.00	.0%
516300 Educational Assistants	343,000	343,000	.00	.00	.00	343,000.00	.0%
519500 Certified Substitute Teachers	5,000	5,000	.00	.00	.00	5,000.00	.0%
519800 Non-Certified Sub Teachers	12,000	12,000	.00	.00	.00	12,000.00	.0%
520100 Social Security	86,000	86,000	.00	.00	.00	86,000.00	.0%
520400 Pensions	94,000	94,000	.00	.00	.00	94,000.00	.0%
520600 Life Insurance	2,400	2,400	.00	.00	.00	2,400.00	.0%
520700 Medical Insurance	35,219	35,219	.00	.00	.00	35,219.00	.0%
520800 Dental Insurance	6,000	6,000	.00	.00	.00	6,000.00	.0%
521100 Local Retirement	8,000	8,000	.00	.00	.00	8,000.00	.0%
521700 Retirement - Hybrid Stabiliza	6,000	6,000	.00	.00	.00	6,000.00	.0%
TOTAL Voluntary Pre-K Grant	1,487,619	1,487,619	.00	.00	.00	1,487,619.00	.0%
6470 Northwest TN Head Start							
516300 Educational Assistants	36,000	36,000	.00	.00	.00	36,000.00	.0%
520100 Social Security	2,700	2,700	.00	.00	.00	2,700.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 141

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
520600 Life Insurance	100	100	.00	.00	.00	100.00	.0%
520700 Medical Insurance	12,000	12,000	.00	.00	.00	12,000.00	.0%
520800 Dental Insurance	500	500	.00	.00	.00	500.00	.0%
521100 Local Retirement	1,200	1,200	.00	.00	.00	1,200.00	.0%
TOTAL Northwest TN Head Start	52,500	52,500	.00	.00	.00	52,500.00	.0%
TOTAL Early Childhood Education	2,591,619	2,591,619	.00	.00	.00	2,591,619.00	.0%
82330 Education							
0000 No Cost Center							
562000 Debt Service ContrToPrimaryGv	1,012,500	1,012,500	.00	.00	.00	1,012,500.00	.0%
TOTAL No Cost Center	1,012,500	1,012,500	.00	.00	.00	1,012,500.00	.0%
TOTAL Education	1,012,500	1,012,500	.00	.00	.00	1,012,500.00	.0%
99100 Transfers Out							
0000 No Cost Center							
559000 Transfers To Other Funds	1,000,000	1,000,000	.00	.00	.00	1,000,000.00	.0%
TOTAL No Cost Center	1,000,000	1,000,000	.00	.00	.00	1,000,000.00	.0%
TOTAL Transfers Out	1,000,000	1,000,000	.00	.00	.00	1,000,000.00	.0%
TOTAL General Purpose Schools	5,642,491	5,642,491	2,873,362.15	2,873,362.15	2,590,710.07	178,418.78	96.8%
TOTAL REVENUES	-105,224,770	-105,224,770	.00	.00	.00	-105,224,770.00	
TOTAL EXPENSES	110,867,261	110,867,261	2,873,362.15	2,873,362.15	2,590,710.07	105,403,188.78	
GRAND TOTAL	5,642,491	5,642,491	2,873,362.15	2,873,362.15	2,590,710.07	178,418.78	96.8%

** END OF REPORT - Generated by Kellar, Holly **

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
010 Consolidated Administration							
00000 No Function							
0000 No Cost Center							
471410 Title1GrantsToLocalEdAgen	-730,700	-730,700	.00	.00	.00	-730,700.00	.0%
471460 EnglishLanguageAcquisitGrants	-900	-900	.00	.00	.00	-900.00	.0%
471890 EisenhowerProfDevelopStGrants	-70,000	-70,000	.00	.00	.00	-70,000.00	.0%
475900 Other Federal Through State	-6,000	-6,000	.00	.00	.00	-6,000.00	.0%
TOTAL No Cost Center	-807,600	-807,600	.00	.00	.00	-807,600.00	.0%
TOTAL No Function	-807,600	-807,600	.00	.00	.00	-807,600.00	.0%
72210 Regular Instruction Program							
0000 No Cost Center							
510500 Supervisor/Director	97,211	97,211	7,447.70	7,447.70	.00	89,763.30	7.7%
516100 Secretary(s)	14,000	14,000	.00	.00	.00	14,000.00	.0%
516200 Clerical Personnel	86,400	86,400	6,148.80	6,148.80	.00	80,251.20	7.1%
518900 Other Salaries and Wages	409,000	409,000	6,318.84	6,318.84	.00	402,681.16	1.5%
520100 Social Security	43,305	43,305	1,481.52	1,481.52	.00	41,823.48	3.4%
520400 Pensions	58,255	58,255	2,130.00	2,130.00	.00	56,125.00	3.7%
520600 Life Insurance	1,300	1,300	41.60	41.60	.00	1,258.40	3.2%
520700 Medical Insurance	53,000	53,000	844.00	844.00	.00	52,156.00	1.6%
520800 Dental Insurance	2,360	2,360	38.94	38.94	.00	2,321.06	1.7%
521100 Local Retirement	200	200	.00	.00	.00	200.00	.0%
535500 Travel	2,700	2,700	.00	.00	.00	2,700.00	.0%
539900 Other Contracted Services	4,000	4,000	.00	.00	3,150.24	849.76	78.8%
549900 Other Supplies and Materials	17,869	17,869	14,166.49	14,166.49	.00	3,702.51	79.3%
552400 In Service/Staff Development	12,000	12,000	.00	.00	250.00	11,750.00	2.1%
579000 Other Equipment	6,000	6,000	.00	.00	372.40	5,627.60	6.2%
TOTAL No Cost Center	807,600	807,600	38,617.89	38,617.89	3,772.64	765,209.47	5.2%
TOTAL Regular Instruction Program	807,600	807,600	38,617.89	38,617.89	3,772.64	765,209.47	5.2%

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
TOTAL Consolidated Administration	0	0	38,617.89	38,617.89	3,772.64	-42,390.53	100.0%
TOTAL REVENUES	-807,600	-807,600	.00	.00	.00	-807,600.00	
TOTAL EXPENSES	807,600	807,600	38,617.89	38,617.89	3,772.64	765,209.47	

103 TITLE I

00000 No Function

0000 No Cost Center

471410 Title1GrantsToLocalEdAgen	-4,466,305	-4,466,305	.00	.00	.00	-4,466,305.00	.0%
TOTAL No Cost Center	-4,466,305	-4,466,305	.00	.00	.00	-4,466,305.00	.0%
TOTAL No Function	-4,466,305	-4,466,305	.00	.00	.00	-4,466,305.00	.0%

71100 Regular Instruction Program

0000 No Cost Center

516300 Educational Assistants	188,000	188,000	.00	.00	.00	188,000.00	.0%
518900 Other Salaries and Wages	1,934,400	1,934,400	.00	.00	.00	1,934,400.00	.0%
519500 Certified Substitute Teachers	5,000	5,000	.00	.00	.00	5,000.00	.0%
519800 Non-Certified Sub Teachers	6,900	6,900	.00	.00	.00	6,900.00	.0%
520100 Social Security	135,058	135,058	.00	.00	.00	135,058.00	.0%
520400 Pensions	165,936	165,936	.00	.00	.00	165,936.00	.0%
520600 Life Insurance	4,800	4,800	.00	.00	.00	4,800.00	.0%
520700 Medical Insurance	193,500	193,500	.00	.00	.00	193,500.00	.0%
520800 Dental Insurance	10,800	10,800	.00	.00	.00	10,800.00	.0%
521100 Local Retirement	18,000	18,000	.00	.00	.00	18,000.00	.0%
539900 Other Contracted Services	3,000	3,000	.00	.00	.00	3,000.00	.0%
542900 Instructional Supplies & Mat	585,283	585,283	.00	.00	370.11	584,912.89	.1%
572200 Regular Instruction Equipment	171,259	171,259	.00	.00	.00	171,259.00	.0%
TOTAL No Cost Center	3,421,936	3,421,936	.00	.00	370.11	3,421,565.89	.0%
TOTAL Regular Instruction Program	3,421,936	3,421,936	.00	.00	370.11	3,421,565.89	.0%

72130 Other Student Support

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
0000 No Cost Center							
518900 Other Salaries and Wages	293,000	293,000	.00	.00	.00	293,000.00	.0%
520100 Social Security	22,416	22,416	.00	.00	.00	22,416.00	.0%
520400 Pensions	22,853	22,853	.00	.00	.00	22,853.00	.0%
520600 Life Insurance	750	750	.00	.00	.00	750.00	.0%
520700 Medical Insurance	48,000	48,000	.00	.00	.00	48,000.00	.0%
520800 Dental Insurance	1,800	1,800	.00	.00	.00	1,800.00	.0%
521100 Local Retirement	7,790	7,790	.00	.00	.00	7,790.00	.0%
535500 Travel	3,000	3,000	.00	.00	.00	3,000.00	.0%
549900 Other Supplies and Materials	2,550	2,550	.00	.00	.00	2,550.00	.0%
552400 In Service/Staff Development	2,000	2,000	.00	.00	.00	2,000.00	.0%
559900 Other Charges	67,000	67,000	.00	.00	1,595.00	65,405.00	2.4%
579000 Other Equipment	3,000	3,000	.00	.00	.00	3,000.00	.0%
TOTAL No Cost Center	474,159	474,159	.00	.00	1,595.00	472,564.00	.3%
TOTAL Other Student Support	474,159	474,159	.00	.00	1,595.00	472,564.00	.3%
72210 Regular Instruction Program							
0000 No Cost Center							
518800 Bonus Payments	11,500	11,500	.00	.00	.00	11,500.00	.0%
518900 Other Salaries and Wages	212,500	212,500	.00	.00	.00	212,500.00	.0%
520100 Social Security	17,136	17,136	.00	.00	.00	17,136.00	.0%
520400 Pensions	23,073	23,073	.00	.00	.00	23,073.00	.0%
539900 Other Contracted Services	144,000	144,000	.00	.00	144,000.00	.00	100.0%
552400 In Service/Staff Development	117,001	117,001	.00	.00	.00	117,001.00	.0%
TOTAL No Cost Center	525,210	525,210	.00	.00	144,000.00	381,210.00	27.4%
TOTAL Regular Instruction Program	525,210	525,210	.00	.00	144,000.00	381,210.00	27.4%
72710 Transportation							
0000 No Cost Center							

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
531500 Contracts with Vehicle Owners	45,000	45,000	.00	.00	.00	45,000.00	.0%
TOTAL No Cost Center	45,000	45,000	.00	.00	.00	45,000.00	.0%
TOTAL Transportation	45,000	45,000	.00	.00	.00	45,000.00	.0%
TOTAL TITLE I	0	0	.00	.00	145,965.11	-145,965.11	100.0%
TOTAL REVENUES	-4,466,305	-4,466,305	.00	.00	.00	-4,466,305.00	
TOTAL EXPENSES	4,466,305	4,466,305	.00	.00	145,965.11	4,320,339.89	

105 Title 1A Neglected

00000 No Function

0000 No Cost Center

471410 Title1GrantsToLocalEdAgen	-52,000	-52,000	.00	.00	.00	-52,000.00	.0%
TOTAL No Cost Center	-52,000	-52,000	.00	.00	.00	-52,000.00	.0%
TOTAL No Function	-52,000	-52,000	.00	.00	.00	-52,000.00	.0%

71100 Regular Instruction Program

0000 No Cost Center

539900 Other Contracted Services	36,000	36,000	.00	.00	35,000.00	1,000.00	97.2%
542900 Instructional Supplies & Mat	2,000	2,000	.00	.00	.00	2,000.00	.0%
547100 Software	12,300	12,300	9,925.00	9,925.00	.00	2,375.00	80.7%
572200 Regular Instruction Equipment	700	700	.00	.00	.00	700.00	.0%
TOTAL No Cost Center	51,000	51,000	9,925.00	9,925.00	35,000.00	6,075.00	88.1%
TOTAL Regular Instruction Program	51,000	51,000	9,925.00	9,925.00	35,000.00	6,075.00	88.1%

72210 Regular Instruction Program

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
552400 In Service/Staff Development	1,000	1,000	.00	.00	.00	1,000.00	.0%
TOTAL No Cost Center	1,000	1,000	.00	.00	.00	1,000.00	.0%
TOTAL Regular Instruction Program	1,000	1,000	.00	.00	.00	1,000.00	.0%
TOTAL Title 1A Neglected	0	0	9,925.00	9,925.00	35,000.00	-44,925.00	100.0%
TOTAL REVENUES	-52,000	-52,000	.00	.00	.00	-52,000.00	
TOTAL EXPENSES	52,000	52,000	9,925.00	9,925.00	35,000.00	7,075.00	

115 District Priority SIG

00000 No Function

0000 No Cost Center

471410 Title1GrantsToLocalEdAgen	-85,000	-85,000	.00	.00	.00	-85,000.00	.0%
TOTAL No Cost Center	-85,000	-85,000	.00	.00	.00	-85,000.00	.0%
TOTAL No Function	-85,000	-85,000	.00	.00	.00	-85,000.00	.0%

72130 Other Student Support

0000 No Cost Center

539900 Other Contracted Services	85,000	85,000	.00	.00	.00	85,000.00	.0%
TOTAL No Cost Center	85,000	85,000	.00	.00	.00	85,000.00	.0%
TOTAL Other Student Support	85,000	85,000	.00	.00	.00	85,000.00	.0%
TOTAL District Priority SIG	0	0	.00	.00	.00	.00	.0%
TOTAL REVENUES	-85,000	-85,000	.00	.00	.00	-85,000.00	
TOTAL EXPENSES	85,000	85,000	.00	.00	.00	85,000.00	

125 Title 1D Delinquent

00000 No Function

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

125	Title 1D Delinquent	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
0000 No Cost Center								
471410	Title1GrantsToLocalEdAgen	-75,606	-75,606	.00	.00	.00	-75,606.00	.0%
	TOTAL No Cost Center	-75,606	-75,606	.00	.00	.00	-75,606.00	.0%
	TOTAL No Function	-75,606	-75,606	.00	.00	.00	-75,606.00	.0%
71100 Regular Instruction Program								
0000 No Cost Center								
518900	Other Salaries and Wages	20,090	20,090	.00	.00	.00	20,090.00	.0%
520100	Social Security	295	295	.00	.00	.00	295.00	.0%
539900	Other Contracted Services	26,000	26,000	.00	.00	26,000.00	.00	100.0%
542900	Instructional Supplies & Mat	23,000	23,000	10,702.70	10,702.70	599.00	11,698.30	49.1%
572200	Regular Instruction Equipment	4,721	4,721	.00	.00	4,015.00	706.00	85.0%
	TOTAL No Cost Center	74,106	74,106	10,702.70	10,702.70	30,614.00	32,789.30	55.8%
	TOTAL Regular Instruction Program	74,106	74,106	10,702.70	10,702.70	30,614.00	32,789.30	55.8%
72210 Regular Instruction Program								
0000 No Cost Center								
552400	In Service/Staff Development	1,500	1,500	.00	.00	526.86	973.14	35.1%
	TOTAL No Cost Center	1,500	1,500	.00	.00	526.86	973.14	35.1%
	TOTAL Regular Instruction Program	1,500	1,500	.00	.00	526.86	973.14	35.1%
	TOTAL Title 1D Delinquent	0	0	10,702.70	10,702.70	31,140.86	-41,843.56	100.0%
	TOTAL REVENUES	-75,606	-75,606	.00	.00	.00	-75,606.00	
	TOTAL EXPENSES	75,606	75,606	10,702.70	10,702.70	31,140.86	33,762.44	

173 Turnaround Action Grant

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

173	Turnaround Action Grant	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
00000 No Function								
0000 No Cost Center								
471410	Title1GrantsToLocalEdAgen	-394,025	-394,025	.00	.00	.00	-394,025.00	.0%
	TOTAL No Cost Center	-394,025	-394,025	.00	.00	.00	-394,025.00	.0%
	TOTAL No Function	-394,025	-394,025	.00	.00	.00	-394,025.00	.0%
71100 Regular Instruction Program								
0000 No Cost Center								
511600	Teachers	120,000	120,000	.00	.00	.00	120,000.00	.0%
516300	Educational Assistants	160,000	160,000	.00	.00	.00	160,000.00	.0%
520100	Social Security	16,830	16,830	.00	.00	.00	16,830.00	.0%
520400	Pensions	12,707	12,707	.00	.00	.00	12,707.00	.0%
520600	Life Insurance	600	600	.00	.00	.00	600.00	.0%
520700	Medical Insurance	16,893	16,893	.00	.00	.00	16,893.00	.0%
520800	Dental Insurance	1,800	1,800	.00	.00	.00	1,800.00	.0%
521100	Local Retirement	11,000	11,000	.00	.00	.00	11,000.00	.0%
	TOTAL No Cost Center	339,830	339,830	.00	.00	.00	339,830.00	.0%
	TOTAL Regular Instruction Program	339,830	339,830	.00	.00	.00	339,830.00	.0%
72130 Other Student Support								
0000 No Cost Center								
518900	Other Salaries and Wages	17,220	17,220	.00	.00	.00	17,220.00	.0%
520100	Social Security	250	250	.00	.00	.00	250.00	.0%
	TOTAL No Cost Center	17,470	17,470	.00	.00	.00	17,470.00	.0%
	TOTAL Other Student Support	17,470	17,470	.00	.00	.00	17,470.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
72210 Regular Instruction Program							
0000 No Cost Center							
518900 Other Salaries and Wages	36,200	36,200	.00	.00	.00	36,200.00	.0%
520100 Social Security	525	525	.00	.00	.00	525.00	.0%
TOTAL No Cost Center	36,725	36,725	.00	.00	.00	36,725.00	.0%
TOTAL Regular Instruction Program	36,725	36,725	.00	.00	.00	36,725.00	.0%
TOTAL Turnaround Action Grant	0	0	.00	.00	.00	.00	.0%
TOTAL REVENUES	-394,025	-394,025	.00	.00	.00	-394,025.00	
TOTAL EXPENSES	394,025	394,025	.00	.00	.00	394,025.00	
201 Title II - A							
00000 No Function							
0000 No Cost Center							
471890 EisenhowerProfDevelopStGrants	-756,989	-756,989	.00	.00	.00	-756,989.00	.0%
TOTAL No Cost Center	-756,989	-756,989	.00	.00	.00	-756,989.00	.0%
TOTAL No Function	-756,989	-756,989	.00	.00	.00	-756,989.00	.0%
71100 Regular Instruction Program							
0000 No Cost Center							
519500 Certified Substitute Teachers	1,000	1,000	.00	.00	.00	1,000.00	.0%
519800 Non-Certified Sub Teachers	1,000	1,000	.00	.00	.00	1,000.00	.0%
520100 Social Security	154	154	.00	.00	.00	154.00	.0%
TOTAL No Cost Center	2,154	2,154	.00	.00	.00	2,154.00	.0%
TOTAL Regular Instruction Program	2,154	2,154	.00	.00	.00	2,154.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
72210 Regular Instruction Program							
0000 No Cost Center							
518900 Other Salaries and Wages	464,000	464,000	13,384.60	13,384.60	.00	450,615.40	2.9%
520100 Social Security	35,496	35,496	1,026.22	1,026.22	.00	34,469.78	2.9%
520400 Pensions	47,792	47,792	1,378.60	1,378.60	.00	46,413.40	2.9%
520600 Life Insurance	300	300	27.84	27.84	.00	272.16	9.3%
520700 Medical Insurance	25,000	25,000	.00	.00	.00	25,000.00	.0%
520800 Dental Insurance	720	720	.00	.00	.00	720.00	.0%
549900 Other Supplies and Materials	5,016	5,016	.00	.00	.00	5,016.00	.0%
552400 In Service/Staff Development	176,511	176,511	.00	.00	.00	176,511.00	.0%
TOTAL No Cost Center	754,835	754,835	15,817.26	15,817.26	.00	739,017.74	2.1%
TOTAL Regular Instruction Program	754,835	754,835	15,817.26	15,817.26	.00	739,017.74	2.1%
TOTAL Title II - A	0	0	15,817.26	15,817.26	.00	-15,817.26	100.0%
TOTAL REVENUES	-756,989	-756,989	.00	.00	.00	-756,989.00	
TOTAL EXPENSES	756,989	756,989	15,817.26	15,817.26	.00	741,171.74	

301 Title III

00000 No Function

0000 No Cost Center

471460 EnglishLanguageAcquisitGrants	-58,197	-58,197	.00	.00	.00	-58,197.00	.0%
TOTAL No Cost Center	-58,197	-58,197	.00	.00	.00	-58,197.00	.0%
TOTAL No Function	-58,197	-58,197	.00	.00	.00	-58,197.00	.0%

71100 Regular Instruction Program

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and Wages	12,000	12,000	.00	.00	.00	12,000.00	.0%
520100 Social Security	918	918	.00	.00	.00	918.00	.0%
520400 Pensions	1,236	1,236	.00	.00	.00	1,236.00	.0%
542900 Instructional Supplies & Mat	15,000	15,000	.00	.00	28.47	14,971.53	.2%
572200 Regular Instruction Equipment	2,000	2,000	.00	.00	.00	2,000.00	.0%
TOTAL No Cost Center	31,154	31,154	.00	.00	28.47	31,125.53	.1%
TOTAL Regular Instruction Program	31,154	31,154	.00	.00	28.47	31,125.53	.1%
72130 Other Student Support							
0000 No Cost Center							
518900 Other Salaries and Wages	12,000	12,000	.00	.00	.00	12,000.00	.0%
520100 Social Security	918	918	.00	.00	.00	918.00	.0%
520400 Pensions	1,236	1,236	.00	.00	.00	1,236.00	.0%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
549900 Other Supplies and Materials	1,330	1,330	.00	.00	.00	1,330.00	.0%
579000 Other Equipment	4,500	4,500	.00	.00	.00	4,500.00	.0%
TOTAL No Cost Center	20,984	20,984	.00	.00	.00	20,984.00	.0%
TOTAL Other Student Support	20,984	20,984	.00	.00	.00	20,984.00	.0%
72210 Regular Instruction Program							
0000 No Cost Center							
552400 In Service/Staff Development	6,059	6,059	.00	.00	.00	6,059.00	.0%
TOTAL No Cost Center	6,059	6,059	.00	.00	.00	6,059.00	.0%
TOTAL Regular Instruction Program	6,059	6,059	.00	.00	.00	6,059.00	.0%
TOTAL Title III	0	0	.00	.00	28.47	-28.47	100.0%
TOTAL REVENUES	-58,197	-58,197	.00	.00	.00	-58,197.00	
TOTAL EXPENSES	58,197	58,197	.00	.00	28.47	58,168.53	

431 21st Century CLC

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

431	21st Century CLC	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
00000 No Function								
0000 No Cost Center								
471470	Safe&Drug-freeSchools-StGrant	-163,500	-163,500	.00	.00	.00	-163,500.00	.0%
	TOTAL No Cost Center	-163,500	-163,500	.00	.00	.00	-163,500.00	.0%
	TOTAL No Function	-163,500	-163,500	.00	.00	.00	-163,500.00	.0%
73300 Community Services								
0000 No Cost Center								
510500	Supervisor/Director	10,000	10,000	.00	.00	.00	10,000.00	.0%
518900	Other Salaries and Wages	96,280	96,280	.00	.00	.00	96,280.00	.0%
520100	Social Security	8,130	8,130	.00	.00	.00	8,130.00	.0%
520400	Pensions	11,021	11,021	.00	.00	.00	11,021.00	.0%
521100	Local Retirement	400	400	.00	.00	.00	400.00	.0%
539900	Other Contracted Services	28,000	28,000	.00	.00	.00	28,000.00	.0%
542900	Instructional Supplies & Mat	8,169	8,169	.00	.00	.00	8,169.00	.0%
552400	In Service/Staff Development	1,000	1,000	.00	.00	.00	1,000.00	.0%
559900	Other Charges	500	500	.00	.00	.00	500.00	.0%
	TOTAL No Cost Center	163,500	163,500	.00	.00	.00	163,500.00	.0%
	TOTAL Community Services	163,500	163,500	.00	.00	.00	163,500.00	.0%
	TOTAL 21st Century CLC	0	0	.00	.00	.00	.00	.0%
	TOTAL REVENUES	-163,500	-163,500	.00	.00	.00	-163,500.00	
	TOTAL EXPENSES	163,500	163,500	.00	.00	.00	163,500.00	

440 Title IV SSAE

00000 No Function

0000 No Cost Center

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FOR 2022 01

440	Title IV SSAE	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
475900	Other Federal Through State	-393,859	-393,859	.00	.00	.00	-393,859.00	.0%
	TOTAL No Cost Center	-393,859	-393,859	.00	.00	.00	-393,859.00	.0%
	TOTAL No Function	-393,859	-393,859	.00	.00	.00	-393,859.00	.0%

71100 Regular Instruction Program

0000 No Cost Center

511600	Teachers	133,560	133,560	.00	.00	.00	133,560.00	.0%
520100	Social Security	1,937	1,937	.00	.00	.00	1,937.00	.0%
553500	Fee Waivers	1,836	1,836	.00	.00	.00	1,836.00	.0%
	TOTAL No Cost Center	137,333	137,333	.00	.00	.00	137,333.00	.0%
	TOTAL Regular Instruction Program	137,333	137,333	.00	.00	.00	137,333.00	.0%

72120 Health Services

0000 No Cost Center

513100	Medical Personnel	26,000	26,000	.00	.00	.00	26,000.00	.0%
520100	Social Security	1,989	1,989	.00	.00	.00	1,989.00	.0%
520400	Pensions	3,011	3,011	.00	.00	.00	3,011.00	.0%
520600	Life Insurance	50	50	.00	.00	.00	50.00	.0%
520700	Medical Insurance	6,000	6,000	.00	.00	.00	6,000.00	.0%
520800	Dental Insurance	360	360	.00	.00	.00	360.00	.0%
	TOTAL No Cost Center	37,410	37,410	.00	.00	.00	37,410.00	.0%
	TOTAL Health Services	37,410	37,410	.00	.00	.00	37,410.00	.0%

72130 Other Student Support

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
518900 Other Salaries and wages	75,000	75,000	.00	.00	.00	75,000.00	.0%
520100 Social Security	5,738	5,738	.00	.00	.00	5,738.00	.0%
520400 Pensions	7,725	7,725	.00	.00	.00	7,725.00	.0%
520600 Life Insurance	300	300	.00	.00	.00	300.00	.0%
520700 Medical Insurance	10,000	10,000	.00	.00	.00	10,000.00	.0%
520800 Dental Insurance	360	360	.00	.00	.00	360.00	.0%
535500 Travel	1,800	1,800	.00	.00	.00	1,800.00	.0%
549900 Other Supplies and Materials	35,000	35,000	.00	.00	.00	35,000.00	.0%
552400 In Service/Staff Development	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL No Cost Center	138,423	138,423	.00	.00	.00	138,423.00	.0%
TOTAL Other Student Support	138,423	138,423	.00	.00	.00	138,423.00	.0%
72210 Regular Instruction Program							
0000 No Cost Center							
518900 Other Salaries and wages	65,525	65,525	.00	.00	.00	65,525.00	.0%
520100 Social Security	3,678	3,678	.00	.00	.00	3,678.00	.0%
520400 Pensions	927	927	.00	.00	.00	927.00	.0%
520600 Life Insurance	150	150	.00	.00	.00	150.00	.0%
520700 Medical Insurance	6,000	6,000	.00	.00	.00	6,000.00	.0%
520800 Dental Insurance	360	360	.00	.00	.00	360.00	.0%
521100 Local Retirement	4,053	4,053	.00	.00	.00	4,053.00	.0%
TOTAL No Cost Center	80,693	80,693	.00	.00	.00	80,693.00	.0%
TOTAL Regular Instruction Program	80,693	80,693	.00	.00	.00	80,693.00	.0%
TOTAL Title IV SSAE	0	0	.00	.00	.00	.00	.0%
TOTAL REVENUES	-393,859	-393,859	.00	.00	.00	-393,859.00	
TOTAL EXPENSES	393,859	393,859	.00	.00	.00	393,859.00	

701 TitleIXMcKinneyVentoHomeless

00000 No Function

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

701	TitleIXMcKinneyVentoHomeless	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
471490	Education For HomelessChildre	-50,000	-50,000	.00	.00	.00	-50,000.00	.0%
	TOTAL No Cost Center	-50,000	-50,000	.00	.00	.00	-50,000.00	.0%
	TOTAL No Function	-50,000	-50,000	.00	.00	.00	-50,000.00	.0%

71100 Regular Instruction Program

0000 No Cost Center

518900	Other Salaries and Wages	19,000	19,000	.00	.00	.00	19,000.00	.0%
520100	Social Security	1,453	1,453	.00	.00	.00	1,453.00	.0%
520400	Pensions	1,957	1,957	.00	.00	.00	1,957.00	.0%
549900	Other Supplies and Materials	7,740	7,740	.00	.00	.00	7,740.00	.0%
	TOTAL No Cost Center	30,150	30,150	.00	.00	.00	30,150.00	.0%
	TOTAL Regular Instruction Program	30,150	30,150	.00	.00	.00	30,150.00	.0%

72130 Other Student Support

0000 No Cost Center

535500	Travel	600	600	.00	.00	.00	600.00	.0%
549900	Other Supplies and Materials	750	750	.00	.00	.00	750.00	.0%
559900	Other Charges	1,000	1,000	.00	.00	.00	1,000.00	.0%
	TOTAL No Cost Center	2,350	2,350	.00	.00	.00	2,350.00	.0%
	TOTAL Other Student Support	2,350	2,350	.00	.00	.00	2,350.00	.0%

72210 Regular Instruction Program

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
552400 In Service/Staff Development	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL No Cost Center	2,500	2,500	.00	.00	.00	2,500.00	.0%
TOTAL Regular Instruction Program	2,500	2,500	.00	.00	.00	2,500.00	.0%
72710 Transportation							
0000 No Cost Center							
531500 Contracts with Vehicle Owners	15,000	15,000	.00	.00	.00	15,000.00	.0%
TOTAL No Cost Center	15,000	15,000	.00	.00	.00	15,000.00	.0%
TOTAL Transportation	15,000	15,000	.00	.00	.00	15,000.00	.0%
TOTAL TitleIXMcKinneyVentoHomeles	0	0	.00	.00	.00	.00	.0%
TOTAL REVENUES	-50,000	-50,000	.00	.00	.00	-50,000.00	
TOTAL EXPENSES	50,000	50,000	.00	.00	.00	50,000.00	
801 Carl Perkins							
00000 No Function							
0000 No Cost Center							
471310 VocEduc-BasicGrantsToStates	-348,713	-348,713	.00	.00	.00	-348,713.00	.0%
TOTAL No Cost Center	-348,713	-348,713	.00	.00	.00	-348,713.00	.0%
TOTAL No Function	-348,713	-348,713	.00	.00	.00	-348,713.00	.0%
71300 Vocational Education Program							
0000 No Cost Center							

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
516300 Educational Assistants	19,000	19,000	.00	.00	.00	19,000.00	.0%
518900 Other Salaries and Wages	47,000	47,000	3,598.00	3,598.00	.00	43,402.00	7.7%
520100 Social Security	3,900	3,900	208.56	208.56	.00	3,691.44	5.3%
520400 Pensions	5,400	5,400	416.64	416.64	.00	4,983.36	7.7%
520600 Life Insurance	135	135	7.52	7.52	.00	127.48	5.6%
520700 Medical Insurance	15,750	15,750	865.00	865.00	.00	14,885.00	5.5%
520800 Dental Insurance	485	485	28.08	28.08	.00	456.92	5.8%
521100 Local Retirement	750	750	.00	.00	.00	750.00	.0%
542900 Instructional Supplies & Mat	15,000	15,000	.00	.00	.00	15,000.00	.0%
549900 Other Supplies and Materials	10,000	10,000	.00	.00	.00	10,000.00	.0%
573000 Vocational Instruct Equipment	186,793	186,793	.00	.00	.00	186,793.00	.0%
TOTAL No Cost Center	304,213	304,213	5,123.80	5,123.80	.00	299,089.20	1.7%
TOTAL Vocational Education Progra	304,213	304,213	5,123.80	5,123.80	.00	299,089.20	1.7%
72130 Other Student Support							
0000 No Cost Center							
535500 Travel	20,000	20,000	.00	.00	.00	20,000.00	.0%
552400 In Service/Staff Development	15,000	15,000	.00	.00	768.00	14,232.00	5.1%
TOTAL No Cost Center	35,000	35,000	.00	.00	768.00	34,232.00	2.2%
TOTAL Other Student Support	35,000	35,000	.00	.00	768.00	34,232.00	2.2%
72230 Vocational Education Program							
0000 No Cost Center							
552400 In Service/Staff Development	6,500	6,500	.00	.00	.00	6,500.00	.0%
559900 Other Charges	3,000	3,000	.00	.00	.00	3,000.00	.0%
TOTAL No Cost Center	9,500	9,500	.00	.00	.00	9,500.00	.0%
TOTAL Vocational Education Progra	9,500	9,500	.00	.00	.00	9,500.00	.0%
TOTAL Carl Perkins	0	0	5,123.80	5,123.80	768.00	-5,891.80	100.0%
TOTAL REVENUES	-348,713	-348,713	.00	.00	.00	-348,713.00	
TOTAL EXPENSES	348,713	348,713	5,123.80	5,123.80	768.00	342,821.20	

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

894	IDEAPartnershipIncentiveFunds	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
894 IDEAPartnershipIncentiveFunds								
00000 No Function								
0000 No Cost Center								
471430	SPED-Grants To States	-10,000	-10,000	.00	.00	.00	-10,000.00	.0%
	TOTAL No Cost Center	-10,000	-10,000	.00	.00	.00	-10,000.00	.0%
	TOTAL No Function	-10,000	-10,000	.00	.00	.00	-10,000.00	.0%
71200 Special Education Program								
0000 No Cost Center								
542900	Instructional Supplies & Mat	10,000	10,000	.00	.00	.00	10,000.00	.0%
	TOTAL No Cost Center	10,000	10,000	.00	.00	.00	10,000.00	.0%
	TOTAL Special Education Program	10,000	10,000	.00	.00	.00	10,000.00	.0%
	TOTAL IDEAPartnershipIncentiveFun	0	0	.00	.00	.00	.00	.0%
	TOTAL REVENUES	-10,000	-10,000	.00	.00	.00	-10,000.00	
	TOTAL EXPENSES	10,000	10,000	.00	.00	.00	10,000.00	
902 IDEA Part B								
00000 No Function								
0000 No Cost Center								
471430	SPED-Grants To States	-3,360,317	-3,360,317	.00	.00	.00	-3,360,317.00	.0%
	TOTAL No Cost Center	-3,360,317	-3,360,317	.00	.00	.00	-3,360,317.00	.0%
	TOTAL No Function	-3,360,317	-3,360,317	.00	.00	.00	-3,360,317.00	.0%

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FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
71200 Special Education Program							
0000 No Cost Center							
511600 Teachers	87,000	87,000	.00	.00	.00	87,000.00	.0%
516300 Educational Assistants	1,251,047	1,251,047	.01	.01	.00	1,251,046.99	.0%
517100 Speech Pathologists	105,060	105,060	.00	.00	.00	105,060.00	.0%
519500 Certified Substitute Teachers	1,000	1,000	.00	.00	.00	1,000.00	.0%
519800 Non-Certified Sub Teachers	1,000	1,000	.00	.00	.00	1,000.00	.0%
520100 Social Security	188,838	188,838	22.69	22.69	.00	188,815.31	.0%
520400 Pensions	83,188	83,188	.00	.00	.00	83,188.00	.0%
520600 Life Insurance	4,100	4,100	.00	.00	.00	4,100.00	.0%
520700 Medical Insurance	235,000	235,000	2.00	2.00	.00	234,998.00	.0%
520800 Dental Insurance	13,000	13,000	28.08	28.08	.00	12,971.92	.2%
521100 Local Retirement	48,000	48,000	.00	.00	.00	48,000.00	.0%
531200 Contracts with PrivateAgencie	60,000	60,000	.00	.00	.00	60,000.00	.0%
539900 Other Contracted Services	30,000	30,000	.00	.00	.00	30,000.00	.0%
542900 Instructional Supplies & Mat	44,824	44,824	.00	.00	.00	44,824.00	.0%
549900 Other Supplies and Materials	5,000	5,000	.00	.00	.00	5,000.00	.0%
572500 Special Education Equipment	5,000	5,000	.00	.00	.00	5,000.00	.0%
TOTAL No Cost Center	2,162,057	2,162,057	52.78	52.78	.00	2,162,004.22	.0%
8100 IDEA Compensatory Grant							
511600 Teachers	0	0	14,000.00	14,000.00	.00	-14,000.00	100.0%
516300 Educational Assistants	0	0	6,710.00	6,710.00	.00	-6,710.00	100.0%
520100 Social Security	0	0	1,502.95	1,502.95	.00	-1,502.95	100.0%
520400 Pensions	0	0	1,538.62	1,538.62	.00	-1,538.62	100.0%
521100 Local Retirement	0	0	196.10	196.10	.00	-196.10	100.0%
TOTAL IDEA Compensatory Grant	0	0	23,947.67	23,947.67	.00	-23,947.67	100.0%
TOTAL Special Education Program	2,162,057	2,162,057	24,000.45	24,000.45	.00	2,138,056.55	1.1%

72220 Special Education Program

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
513100 Medical Personnel	201,124	201,124	.00	.00	.00	201,124.00	.0%
513500 Assessment Personnel	141,316	141,316	.00	.00	.00	141,316.00	.0%
516100 Secretary(s)	39,618	39,618	2,781.80	2,781.80	.00	36,836.20	7.0%
518900 Other Salaries and Wages	223,200	223,200	.00	.00	.00	223,200.00	.0%
519600 In-Service Training	67,130	67,130	.00	.00	.00	67,130.00	.0%
520100 Social Security	54,484	54,484	212.82	212.82	.00	54,271.18	.4%
520400 Pensions	58,788	58,788	.00	.00	.00	58,788.00	.0%
520600 Life Insurance	900	900	5.92	5.92	.00	894.08	.7%
520700 Medical Insurance	73,369	73,369	.00	.00	.00	73,369.00	.0%
520800 Dental Insurance	3,125	3,125	.00	.00	.00	3,125.00	.0%
521100 Local Retirement	5,500	5,500	111.28	111.28	.00	5,388.72	2.0%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
539900 Other Contracted Services	3,000	3,000	.00	.00	.00	3,000.00	.0%
549900 Other Supplies and Materials	95,751	95,751	.00	.00	.00	95,751.00	.0%
552400 In Service/Staff Development	45,000	45,000	.00	.00	.00	45,000.00	.0%
579000 Other Equipment	5,000	5,000	.00	.00	.00	5,000.00	.0%
TOTAL No Cost Center	1,018,305	1,018,305	3,111.82	3,111.82	.00	1,015,193.18	.3%
TOTAL Special Education Program	1,018,305	1,018,305	3,111.82	3,111.82	.00	1,015,193.18	.3%
99100 Transfers Out							
0000 No Cost Center							
559000 Transfers To Other Funds	179,955	179,955	.00	.00	.00	179,955.00	.0%
TOTAL No Cost Center	179,955	179,955	.00	.00	.00	179,955.00	.0%
TOTAL Transfers Out	179,955	179,955	.00	.00	.00	179,955.00	.0%
TOTAL IDEA Part B	0	0	27,112.27	27,112.27	.00	-27,112.27	100.0%
TOTAL REVENUES	-3,360,317	-3,360,317	.00	.00	.00	-3,360,317.00	
TOTAL EXPENSES	3,360,317	3,360,317	27,112.27	27,112.27	.00	3,333,204.73	

905 CC Early Intervening Services

00000 No Function

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

905	CC Early Intervening Services	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
471430	SPED-Grants To States	-381,286	-381,286	.00	.00	.00	-381,286.00	.0%
471450	SPED-Preschool Grants	-11,006	-11,006	.00	.00	.00	-11,006.00	.0%
	TOTAL No Cost Center	-392,292	-392,292	.00	.00	.00	-392,292.00	.0%
	TOTAL No Function	-392,292	-392,292	.00	.00	.00	-392,292.00	.0%
71200 Special Education Program								
0000 No Cost Center								
542900	Instructional Supplies & Mat	5,001	5,001	.00	.00	.00	5,001.00	.0%
	TOTAL No Cost Center	5,001	5,001	.00	.00	.00	5,001.00	.0%
	TOTAL Special Education Program	5,001	5,001	.00	.00	.00	5,001.00	.0%
72220 Special Education Program								
0000 No Cost Center								
513500	Assessment Personnel	148,320	148,320	.00	.00	.00	148,320.00	.0%
518900	Other Salaries and Wages	120,080	120,080	.00	.00	.00	120,080.00	.0%
519600	In-Service Training	17,870	17,870	.00	.00	.00	17,870.00	.0%
520100	Social Security	16,381	16,381	.00	.00	.00	16,381.00	.0%
520400	Pensions	15,450	15,450	.00	.00	.00	15,450.00	.0%
520600	Life Insurance	500	500	.00	.00	.00	500.00	.0%
520700	Medical Insurance	18,485	18,485	.00	.00	.00	18,485.00	.0%
520800	Dental Insurance	950	950	.00	.00	.00	950.00	.0%
521100	Local Retirement	2,500	2,500	.00	.00	.00	2,500.00	.0%
535500	Travel	1,500	1,500	.00	.00	.00	1,500.00	.0%
539900	Other Contracted Services	8,006	8,006	.00	.00	.00	8,006.00	.0%
549900	Other Supplies and Materials	19,249	19,249	.00	.00	.00	19,249.00	.0%
552400	In Service/Staff Development	18,000	18,000	.00	.00	.00	18,000.00	.0%
	TOTAL No Cost Center	387,291	387,291	.00	.00	.00	387,291.00	.0%
	TOTAL Special Education Program	387,291	387,291	.00	.00	.00	387,291.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
TOTAL CC Early Intervening Servic	0	0	.00	.00	.00	.00	.0%
TOTAL REVENUES	-392,292	-392,292	.00	.00	.00	-392,292.00	
TOTAL EXPENSES	392,292	392,292	.00	.00	.00	392,292.00	
914 IDEA Preschool							
00000 No Function							
0000 No Cost Center							
471450 SPED-Preschool Grants	-62,365	-62,365	.00	.00	.00	-62,365.00	.0%
TOTAL No Cost Center	-62,365	-62,365	.00	.00	.00	-62,365.00	.0%
TOTAL No Function	-62,365	-62,365	.00	.00	.00	-62,365.00	.0%
71200 Special Education Program							
0000 No Cost Center							
516300 Educational Assistants	45,320	45,320	.00	.00	.00	45,320.00	.0%
520100 Social Security	3,677	3,677	.00	.00	.00	3,677.00	.0%
520400 Pensions	4,668	4,668	.00	.00	.00	4,668.00	.0%
520600 Life Insurance	200	200	.00	.00	.00	200.00	.0%
520700 Medical Insurance	4,800	4,800	.00	.00	.00	4,800.00	.0%
520800 Dental Insurance	250	250	.00	.00	.00	250.00	.0%
521100 Local Retirement	1,000	1,000	.00	.00	.00	1,000.00	.0%
549900 Other Supplies and Materials	2,450	2,450	.00	.00	.00	2,450.00	.0%
TOTAL No Cost Center	62,365	62,365	.00	.00	.00	62,365.00	.0%
TOTAL Special Education Program	62,365	62,365	.00	.00	.00	62,365.00	.0%
TOTAL IDEA Preschool	0	0	.00	.00	.00	.00	.0%
TOTAL REVENUES	-62,365	-62,365	.00	.00	.00	-62,365.00	
TOTAL EXPENSES	62,365	62,365	.00	.00	.00	62,365.00	

931 COVID-19 Grant-ESSER

00000 No Function

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

931	COVID-19 Grant-ESSER	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
0000 No Cost Center								
473010	COVID-19 Grant-Schools	-265,426	-265,426	.00	.00	.00	-265,426.00	.0%
	TOTAL No Cost Center	-265,426	-265,426	.00	.00	.00	-265,426.00	.0%
	TOTAL No Function	-265,426	-265,426	.00	.00	.00	-265,426.00	.0%
71100 Regular Instruction Program								
0000 No Cost Center								
572200	Regular Instruction Equipment	235,426	235,426	235,320.00	235,320.00	.00	106.00	100.0%
	TOTAL No Cost Center	235,426	235,426	235,320.00	235,320.00	.00	106.00	100.0%
	TOTAL Regular Instruction Program	235,426	235,426	235,320.00	235,320.00	.00	106.00	100.0%
99100 Transfers Out								
0000 No Cost Center								
550400	Indirect Cost	30,000	30,000	.00	.00	.00	30,000.00	.0%
	TOTAL No Cost Center	30,000	30,000	.00	.00	.00	30,000.00	.0%
	TOTAL Transfers Out	30,000	30,000	.00	.00	.00	30,000.00	.0%
	TOTAL COVID-19 Grant-ESSER	0	0	235,320.00	235,320.00	.00	-235,320.00	100.0%
	TOTAL REVENUES	-265,426	-265,426	.00	.00	.00	-265,426.00	
	TOTAL EXPENSES	265,426	265,426	235,320.00	235,320.00	.00	30,106.00	

934 COVID-19 Grant-ESSER 2.0

00000 No Function

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

934	COVID-19 Grant-ESSER 2.0	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
473010	COVID-19 Grant-Schools	-10,402,521	-10,402,521	.00	.00	.00	-10,402,521.00	.0%
	TOTAL No Cost Center	-10,402,521	-10,402,521	.00	.00	.00	-10,402,521.00	.0%
	TOTAL No Function	-10,402,521	-10,402,521	.00	.00	.00	-10,402,521.00	.0%

71100 Regular Instruction Program

0000 No Cost Center

516300	Educational Assistants	88,000	88,000	11,780.00	11,780.00	.00	76,220.00	13.4%
518800	Bonus Payments	0	0	2,258.00	2,258.00	.00	-2,258.00	100.0%
518900	Other Salaries and Wages	980,000	980,000	.00	.00	.00	980,000.00	.0%
520100	Social Security	81,702	81,702	1,073.91	1,073.91	.00	80,628.09	1.3%
520400	Pensions	106,036	106,036	638.60	638.60	.00	105,397.40	.6%
521100	Local Retirement	5,096	5,096	312.00	312.00	.00	4,784.00	6.1%
542900	Instructional Supplies & Mat	510,000	510,000	62,077.20	62,077.20	74,596.77	373,326.03	26.8%
547100	Software	756,000	756,000	.00	.00	258,825.00	497,175.00	34.2%
549900	Other Supplies and Materials	58,500	58,500	.00	.00	.00	58,500.00	.0%
572200	Regular Instruction Equipment	813,750	813,750	.00	.00	.00	813,750.00	.0%
	TOTAL No Cost Center	3,399,084	3,399,084	78,139.71	78,139.71	333,421.77	2,987,522.52	12.1%
	TOTAL Regular Instruction Program	3,399,084	3,399,084	78,139.71	78,139.71	333,421.77	2,987,522.52	12.1%

71200 Special Education Program

0000 No Cost Center

547100	Software	14,040	14,040	.00	.00	.00	14,040.00	.0%
	TOTAL No Cost Center	14,040	14,040	.00	.00	.00	14,040.00	.0%
	TOTAL Special Education Program	14,040	14,040	.00	.00	.00	14,040.00	.0%

72120 Health Services

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
513100 Medical Personnel	275,000	275,000	.00	.00	.00	275,000.00	.0%
520100 Social Security	21,040	21,040	.00	.00	.00	21,040.00	.0%
520400 Pensions	30,565	30,565	.00	.00	.00	30,565.00	.0%
520600 Life Insurance	340	340	.00	.00	.00	340.00	.0%
520700 Medical Insurance	30,000	30,000	.00	.00	.00	30,000.00	.0%
520800 Dental Insurance	1,000	1,000	.00	.00	.00	1,000.00	.0%
521100 Local Retirement	1,800	1,800	.00	.00	.00	1,800.00	.0%
539900 Other Contracted Services	10,800	10,800	.00	.00	.00	10,800.00	.0%
549900 Other Supplies and Materials	6,600	6,600	.00	.00	2,725.00	3,875.00	41.3%
573500 Health Equipment	3,425	3,425	3,425.00	3,425.00	.00	.00	100.0%
579000 Other Equipment	19,000	19,000	450.00	450.00	5,872.50	12,677.50	33.3%
TOTAL No Cost Center	399,570	399,570	3,875.00	3,875.00	8,597.50	387,097.50	3.1%
TOTAL Health Services	399,570	399,570	3,875.00	3,875.00	8,597.50	387,097.50	3.1%

72130 Other Student Support

0000 No Cost Center

518900 Other Salaries and wages	120,000	120,000	.00	.00	.00	120,000.00	.0%
520100 Social Security	9,180	9,180	.00	.00	.00	9,180.00	.0%
520400 Pensions	5,496	5,496	.00	.00	.00	5,496.00	.0%
520600 Life Insurance	200	200	.00	.00	.00	200.00	.0%
520700 Medical Insurance	13,200	13,200	.00	.00	.00	13,200.00	.0%
520800 Dental Insurance	500	500	.00	.00	.00	500.00	.0%
521100 Local Retirement	8,400	8,400	.00	.00	.00	8,400.00	.0%
535500 Travel	1,000	1,000	.00	.00	.00	1,000.00	.0%
549900 Other Supplies and Materials	103,500	103,500	.00	.00	.00	103,500.00	.0%
552400 In Service/Staff Development	4,000	4,000	.00	.00	.00	4,000.00	.0%
TOTAL No Cost Center	265,476	265,476	.00	.00	.00	265,476.00	.0%
TOTAL Other Student Support	265,476	265,476	.00	.00	.00	265,476.00	.0%

72210 Regular Instruction Program

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
510500 Supervisor/Director	107,000	107,000	8,192.70	8,192.70	.00	98,807.30	7.7%
516200 Clerical Personnel	36,800	36,800	3,720.00	3,720.00	.00	33,080.00	10.1%
518900 Other Salaries and Wages	252,000	252,000	.00	.00	.00	252,000.00	.0%
520100 Social Security	30,280	30,280	836.02	836.02	.00	29,443.98	2.8%
520400 Pensions	39,108	39,108	843.84	843.84	.00	38,264.16	2.2%
520600 Life Insurance	200	200	17.12	17.12	.00	182.88	8.6%
520700 Medical Insurance	10,800	10,800	870.00	870.00	.00	9,930.00	8.1%
520800 Dental Insurance	350	350	28.08	28.08	.00	321.92	8.0%
521100 Local Retirement	2,131	2,131	159.60	159.60	.00	1,971.40	7.5%
535500 Travel	500	500	.00	.00	.00	500.00	.0%
539900 Other Contracted Services	75,000	75,000	.00	.00	.00	75,000.00	.0%
549900 Other Supplies and Materials	40,500	40,500	.00	.00	.00	40,500.00	.0%
552400 In Service/Staff Development	238,500	238,500	35,900.00	35,900.00	25,000.00	177,600.00	25.5%
TOTAL No Cost Center	833,169	833,169	50,567.36	50,567.36	25,000.00	757,601.64	9.1%
TOTAL Regular Instruction Program	833,169	833,169	50,567.36	50,567.36	25,000.00	757,601.64	9.1%

72215 Alternative Instruction Supp

0000 No Cost Center

539900 Other Contracted Services	364,000	364,000	68,000.00	68,000.00	296,000.00	.00	100.0%
TOTAL No Cost Center	364,000	364,000	68,000.00	68,000.00	296,000.00	.00	100.0%
TOTAL Alternative Instruction Sup	364,000	364,000	68,000.00	68,000.00	296,000.00	.00	100.0%

72250 Technology

0000 No Cost Center

579000 Other Equipment	36,250	36,250	.00	.00	.00	36,250.00	.0%
TOTAL No Cost Center	36,250	36,250	.00	.00	.00	36,250.00	.0%
TOTAL Technology	36,250	36,250	.00	.00	.00	36,250.00	.0%

72710 Transportation

0000 No Cost Center

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
514200 Mechanic(s)	7,810	7,810	.00	.00	.00	7,810.00	.0%
514600 Bus Drivers	205,625	205,625	.00	.00	.00	205,625.00	.0%
518900 Other Salaries and Wages	28,060	28,060	.00	.00	.00	28,060.00	.0%
520100 Social Security	18,475	18,475	.00	.00	.00	18,475.00	.0%
520400 Pensions	21,000	21,000	.00	.00	.00	21,000.00	.0%
521100 Local Retirement	4,800	4,800	.00	.00	.00	4,800.00	.0%
541200 Diesel Fuel	181,250	181,250	.00	.00	.00	181,250.00	.0%
549900 Other Supplies and Materials	15,625	15,625	.00	.00	.00	15,625.00	.0%
TOTAL No Cost Center	482,645	482,645	.00	.00	.00	482,645.00	.0%
TOTAL Transportation	482,645	482,645	.00	.00	.00	482,645.00	.0%
76100 Capital Outlay							
0000 No Cost Center							
570700 Building Improvements	3,892,600	3,892,600	.00	.00	.00	3,892,600.00	.0%
TOTAL No Cost Center	3,892,600	3,892,600	.00	.00	.00	3,892,600.00	.0%
TOTAL Capital Outlay	3,892,600	3,892,600	.00	.00	.00	3,892,600.00	.0%
99100 Transfers Out							
0000 No Cost Center							
550400 Indirect Cost	715,687	715,687	.00	.00	.00	715,687.00	.0%
TOTAL No Cost Center	715,687	715,687	.00	.00	.00	715,687.00	.0%
TOTAL Transfers Out	715,687	715,687	.00	.00	.00	715,687.00	.0%
TOTAL COVID-19 Grant-ESSER 2.0	0	0	200,582.07	200,582.07	663,019.27	-863,601.34	100.0%
TOTAL REVENUES	-10,402,521	-10,402,521	.00	.00	.00	-10,402,521.00	
TOTAL EXPENSES	10,402,521	10,402,521	200,582.07	200,582.07	663,019.27	9,538,919.66	

950 COVID-19 Grant D - LTTstipend

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

950	COVID-19 Grant D - LTTStipend	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
00000 No Function								
0000 No Cost Center								
473090	COVID-19 Grant D	-100,000	-100,000	.00	.00	.00	-100,000.00	.0%
	TOTAL No Cost Center	-100,000	-100,000	.00	.00	.00	-100,000.00	.0%
	TOTAL No Function	-100,000	-100,000	.00	.00	.00	-100,000.00	.0%
72210 Regular Instruction Program								
0000 No Cost Center								
518900	Other Salaries and Wages	85,000	85,000	.00	.00	.00	85,000.00	.0%
520100	Social Security	6,500	6,500	.00	.00	.00	6,500.00	.0%
520400	Pensions	8,500	8,500	.00	.00	.00	8,500.00	.0%
	TOTAL No Cost Center	100,000	100,000	.00	.00	.00	100,000.00	.0%
	TOTAL Regular Instruction Program	100,000	100,000	.00	.00	.00	100,000.00	.0%
	TOTAL COVID-19 Grant D - LTTStipe	0	0	.00	.00	.00	.00	.0%
	TOTAL REVENUES	-100,000	-100,000	.00	.00	.00	-100,000.00	
	TOTAL EXPENSES	100,000	100,000	.00	.00	.00	100,000.00	
952 Innovative High Schools Grant								
00000 No Function								
0000 No Cost Center								
473100	Innovative High Schools Grant	-2,000,000	-2,000,000	.00	.00	.00	-2,000,000.00	.0%
	TOTAL No Cost Center	-2,000,000	-2,000,000	.00	.00	.00	-2,000,000.00	.0%
	TOTAL No Function	-2,000,000	-2,000,000	.00	.00	.00	-2,000,000.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
71300 Vocational Education Program							
0000 No Cost Center							
511600 Teachers	416,000	416,000	.00	.00	.00	416,000.00	.0%
518900 Other Salaries and Wages	294,000	294,000	8,498.60	8,498.60	.00	285,501.40	2.9%
520100 Social Security	52,210	52,210	611.52	611.52	.00	51,598.48	1.2%
520400 Pensions	73,090	73,090	875.36	875.36	.00	72,214.64	1.2%
520600 Life Insurance	1,300	1,300	17.76	17.76	.00	1,282.24	1.4%
520700 Medical Insurance	81,000	81,000	649.00	649.00	.00	80,351.00	.8%
520800 Dental Insurance	2,400	2,400	28.08	28.08	.00	2,371.92	1.2%
542900 Instructional Supplies & Mat	340,000	340,000	.00	.00	.00	340,000.00	.0%
549900 Other Supplies and Materials	120,000	120,000	.00	.00	.00	120,000.00	.0%
573000 Vocational Instruct Equipment	540,000	540,000	.00	.00	.00	540,000.00	.0%
TOTAL No Cost Center	1,920,000	1,920,000	10,680.32	10,680.32	.00	1,909,319.68	.6%
TOTAL Vocational Education Progra	1,920,000	1,920,000	10,680.32	10,680.32	.00	1,909,319.68	.6%
72130 Other Student Support							
0000 No Cost Center							
518900 Other Salaries and Wages	42,500	42,500	.00	.00	.00	42,500.00	.0%
520100 Social Security	3,252	3,252	.00	.00	.00	3,252.00	.0%
520400 Pensions	4,248	4,248	.00	.00	.00	4,248.00	.0%
535500 Travel	30,000	30,000	.00	.00	.00	30,000.00	.0%
TOTAL No Cost Center	80,000	80,000	.00	.00	.00	80,000.00	.0%
TOTAL Other Student Support	80,000	80,000	.00	.00	.00	80,000.00	.0%
TOTAL Innovative High Schools Gra	0	0	10,680.32	10,680.32	.00	-10,680.32	100.0%
TOTAL REVENUES	-2,000,000	-2,000,000	.00	.00	.00	-2,000,000.00	
TOTAL EXPENSES	2,000,000	2,000,000	10,680.32	10,680.32	.00	1,989,319.68	

999 Transfers from Other Funds

00000 No Function

YEAR-TO-DATE BUDGET REPORT FUND 142

FOR 2022 01

999	Transfers from Other Funds	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
0000 No Cost Center								
498000	Transfers In	-1,000,000	-1,000,000	.00	.00	.00	-1,000,000.00	.0%
	TOTAL No Cost Center	-1,000,000	-1,000,000	.00	.00	.00	-1,000,000.00	.0%
	TOTAL No Function	-1,000,000	-1,000,000	.00	.00	.00	-1,000,000.00	.0%
	TOTAL Transfers from Other Funds	-1,000,000	-1,000,000	.00	.00	.00	-1,000,000.00	.0%
	TOTAL REVENUES	-1,000,000	-1,000,000	.00	.00	.00	-1,000,000.00	
	GRAND TOTAL	-1,000,000	-1,000,000	553,881.31	553,881.31	879,694.35	-2,433,575.66	-143.4%

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YEAR-TO-DATE BUDGET REPORT FUND 143

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
143 Central Cafeteria							
00000 No Function							
0000 No Cost Center							
435220 Lunch Payments - Adults	-72,000	-72,000	.00	.00	.00	-72,000.00	.0%
435250 A La Carte Sales	-80,000	-80,000	.00	.00	.00	-80,000.00	.0%
441100 Investment Income	-7,000	-7,000	.00	.00	.00	-7,000.00	.0%
441800 Expenditure Credits	-15,000	-15,000	.00	.00	.00	-15,000.00	.0%
445300 Sale Of Equipment	-1,500	-1,500	.00	.00	.00	-1,500.00	.0%
465200 School Food Service	-72,000	-72,000	.00	.00	.00	-72,000.00	.0%
471110 USASchoolLunchProgram	-4,188,345	-4,188,345	.00	.00	.00	-4,188,345.00	.0%
471120 USDA Commodities	-415,000	-415,000	.00	.00	.00	-415,000.00	.0%
471130 Breakfast	-2,798,123	-2,798,123	.00	.00	.00	-2,798,123.00	.0%
471140 USDA - Other	-275,000	-275,000	.00	.00	.00	-275,000.00	.0%
TOTAL No Cost Center	-7,923,968	-7,923,968	.00	.00	.00	-7,923,968.00	.0%
TOTAL No Function	-7,923,968	-7,923,968	.00	.00	.00	-7,923,968.00	.0%
73100 Food Services							
0000 No Cost Center							
510500 Supervisor/Director	85,500	85,500	6,626.86	6,626.86	.00	78,873.14	7.8%
511900 Accountants/Bookkeepers	84,000	84,000	6,148.80	6,148.80	.00	77,851.20	7.3%
516500 Cafeteria Personnel	1,975,233	1,975,233	.00	.00	.00	1,975,233.00	.0%
518900 Other Salaries and Wages	188,000	188,000	13,074.57	13,074.57	.00	174,925.43	7.0%
520100 Social Security	189,000	189,000	1,801.60	1,801.60	.00	187,198.40	1.0%
520400 Pensions	169,000	169,000	2,225.84	2,225.84	.00	166,774.16	1.3%
520600 Life Insurance	5,500	5,500	54.40	54.40	.00	5,445.60	1.0%
520700 Medical Insurance	208,000	208,000	2,371.50	2,371.50	.00	205,628.50	1.1%
520800 Dental Insurance	17,000	17,000	81.06	81.06	.00	16,918.94	.5%
521000 Unemployment Compensation	3,000	3,000	.00	.00	.00	3,000.00	.0%
521100 Local Retirement	61,000	61,000	324.71	324.71	.00	60,675.29	.5%
529900 Other Fringe Benefits	14,000	14,000	.00	.00	.00	14,000.00	.0%

YEAR-TO-DATE BUDGET REPORT FUND 143

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
530700 Communication	8,500	8,500	602.52	602.52	.00	7,897.48	7.1%
533600 Maint & Repair Serv-Equipment	75,000	75,000	2,404.92	2,404.92	24,203.15	48,391.93	35.5%
535400 Transportation-OthThanStudent	19,000	19,000	.00	.00	15,000.00	4,000.00	78.9%
535500 Travel	6,800	6,800	490.40	490.40	.00	6,309.60	7.2%
539900 Other Contracted Services	68,000	68,000	4,570.00	4,570.00	18,860.00	44,570.00	34.5%
542200 Food Supplies	3,618,301	3,618,301	.00	.00	1,102,000.00	2,516,301.00	30.5%
545100 Uniforms	21,000	21,000	.00	.00	5,000.00	16,000.00	23.8%
546900 USDA Commodities	415,000	415,000	.00	.00	.00	415,000.00	.0%
549900 Other Supplies and Materials	315,000	315,000	2,115.84	2,115.84	179,571.14	133,313.02	57.7%
551000 Trustee's Commission	1,500	1,500	.00	.00	.00	1,500.00	.0%
552400 In Service/Staff Development	20,000	20,000	60.00	60.00	.00	19,940.00	.3%
571000 Food Service Equipment	175,000	175,000	.00	.00	.00	175,000.00	.0%
TOTAL No Cost Center	7,742,334	7,742,334	42,953.02	42,953.02	1,344,634.29	6,354,746.69	17.9%
TOTAL Food Services	7,742,334	7,742,334	42,953.02	42,953.02	1,344,634.29	6,354,746.69	17.9%
TOTAL Central Cafeteria	-181,634	-181,634	42,953.02	42,953.02	1,344,634.29	-1,569,221.31	-763.9%
TOTAL REVENUES	-7,923,968	-7,923,968	.00	.00	.00	-7,923,968.00	
TOTAL EXPENSES	7,742,334	7,742,334	42,953.02	42,953.02	1,344,634.29	6,354,746.69	
GRAND TOTAL	-181,634	-181,634	42,953.02	42,953.02	1,344,634.29	-1,569,221.31	-763.9%

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YEAR-TO-DATE BUDGET REPORT FUND 177

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
177 Education Capital Projects							
00000 No Function							
0000 No Cost Center							
401100 Current Property Tax	-1,917,739	-1,917,739	.00	.00	.00	-1,917,739.00	.0%
401200 Trustee's Collections - Pr Yr	-45,000	-45,000	.00	.00	.00	-45,000.00	.0%
401250 Trustee's Collections-Bkrptcy	-4,500	-4,500	.00	.00	.00	-4,500.00	.0%
401300 Clk & Master Collections-Pr Y	-40,000	-40,000	.00	.00	.00	-40,000.00	.0%
401400 Interest And Penalty	-10,500	-10,500	.00	.00	.00	-10,500.00	.0%
401620 In Lieu Of Taxes - Utilities	-25,000	-25,000	.00	.00	.00	-25,000.00	.0%
401630 In Lieu Of Taxes - Other	-10,000	-10,000	.00	.00	.00	-10,000.00	.0%
403200 Bank Excise Tax	-7,000	-7,000	.00	.00	.00	-7,000.00	.0%
TOTAL No Cost Center	-2,059,739	-2,059,739	.00	.00	.00	-2,059,739.00	.0%
TOTAL No Function	-2,059,739	-2,059,739	.00	.00	.00	-2,059,739.00	.0%
91300 Education Capital Projects							
0000 No Cost Center							
532100 Engineering Services	770,000	770,000	.00	.00	.00	770,000.00	.0%
539900 Other Contracted Services	45,000	45,000	.00	.00	.00	45,000.00	.0%
551000 Trustee's Commission	41,195	41,195	.00	.00	.00	41,195.00	.0%
570700 Building Improvements	140,150	140,150	.00	.00	54,292.44	85,857.56	38.7%
571100 Furniture And Fixtures	119,066	119,066	.00	.00	2,244.39	116,821.61	1.9%
571800 Motor Vehicles	77,000	77,000	.00	.00	77,000.00	.00	100.0%
572200 Regular Instruction Equipment	49,814	49,814	.00	.00	.00	49,814.00	.0%
572900 Transportation Equipment	1,288,900	1,288,900	.00	.00	.00	1,288,900.00	.0%
579000 Other Equipment	190,825	190,825	.00	.00	4,334.00	186,491.00	2.3%
TOTAL No Cost Center	2,721,950	2,721,950	.00	.00	137,870.83	2,584,079.17	5.1%
TOTAL Education Capital Projects	2,721,950	2,721,950	.00	.00	137,870.83	2,584,079.17	5.1%
TOTAL Education Capital Projects	662,211	662,211	.00	.00	137,870.83	524,340.17	20.8%
TOTAL REVENUES	-2,059,739	-2,059,739	.00	.00	.00	-2,059,739.00	
TOTAL EXPENSES	2,721,950	2,721,950	.00	.00	137,870.83	2,584,079.17	

YEAR-TO-DATE BUDGET REPORT FUND 177

FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
GRAND TOTAL	662,211	662,211	.00	.00	137,870.83	524,340.17	20.8%

** END OF REPORT - Generated by Kellar, Holly **



SERVICE AGREEMENT

This Service Agreement (the "Agreement") is made 7-1-19, between ABM Industry Groups, LLC and its Affiliates ("ABM"), and Jackson-Madison County School System ("Client").

("Affiliate(s)" means any legal entity that, directly or indirectly, (i) is owned and/or controlled by, (ii) owns and/or controls, or (iii) is under common ownership and/or control with ABM.)

1. **Services.** ABM will provide services to Client or its agent at the location(s) listed on the attached Exhibit A and according to the specifications in Exhibit A (the "Services"). ABM may perform the Services by any reasonable means and shall not be responsible for delays in performance beyond its control.
2. **Term.** This Agreement shall commence on July 1, 2019 and shall remain in effect for one-year until June 30, 2020. This Agreement will automatically renew for additional one year terms, not to exceed three (3) years, unless the Client provides written notice to ABM of its decision not to renew the Agreement sixty (60) days prior to the end of the Districts fiscal year (July 1 to June 30).
3. **Termination.** If Client is dissatisfied with the quality of the Services, Client may inform ABM in writing of the specific areas of dissatisfaction, and if ABM shall fail to substantially correct the deficiencies within 30 days, Client may then terminate this Agreement by thirty (30) days' written notice to ABM. Either party may terminate this Agreement by providing thirty (30) days' written notice to the other party, and ABM may terminate services at any time without notice for nonpayment. All property and equipment furnished by ABM under this Agreement shall remain its property. Upon the termination of this Agreement, ABM shall have a reasonable time to remove its property and equipment from Client's premises.
4. **Price.** Client agrees to pay ABM monthly for the Services in accordance with the schedule attached as Exhibit B. Invoices shall be distributed by ABM in PDF format via an automated email process unless other arrangements are agreed to in writing by the parties. All third-party fees for billing and invoice processing shall be the responsibility of Client, and shall be billed by ABM to Client as third-party fees are incurred. Payment shall be due within thirty (30) days from the earlier of the date of invoice or the last day of each month for which the Services were performed. A late charge of the lesser of (a) 1.5% per month or (b) the maximum rate permitted by law, shall be paid by Client to ABM on any past due payment not received within fifteen (15) days after the payment due date. If Client's account is referred to an agency or attorney for collection, Client shall reimburse ABM for its attorneys' fees and collection costs. The price is based upon the service area and frequency of the Services in the attached specifications. If there is any change in either, Client and ABM agree to negotiate a reasonable price adjustment.
5. **Adjustments for Wages and Fringe Benefits.** The attached price schedule is based on present wages and fringe benefits. If wages or fringe benefits increase above those in effect on the date of this Agreement, Client agrees to proportionate increase in the price. Since wage and fringe benefit increases may be retroactive, price increases due to such cost increases shall be payable retroactively. ABM will notify Client as soon as possible if retroactive payments may be due. Client's obligation for such price adjustments shall survive the termination of this Agreement.
6. **Adjustments for CPI.** At the end of each twelve (12) month period during the Term of this Agreement, the price shall be increased by the greater of: (a) 3% percent, or (b) a percentage equal to the percentage increase in the Consumer Price Index for All Urban Consumers (CPI-U) during the twelve (12) month period immediately prior to the first day of the then current annual period; provided, however, that the percentage of increase in the price determined under this provision shall never exceed 3% percent in any twelve (12) month period.
7. **Extraordinary Cost Changes.** If any extraordinary event affects ABM's costs, upon notice to Client the parties agree to negotiate a reasonable adjustment. Such events shall include armed hostilities, riots, strikes, picketing,

boycott, acts of God, national financial or economic disturbances, epidemics, and other events not reasonably foreseeable or against which ABM reasonably cannot protect itself.

8. Equipment. In event that this Agreement is cancelled or terminated prior to the expiration of its then current term, Client shall pay ABM within thirty (30) days after such cancellation or termination for any unamortized costs of any equipment purchased by ABM for use at the Client's locations. The amortization period shall be based on the date that the equipment was put into service.

9. Holidays. ABM is not obligated to perform the Services on the following holidays: Client will observe all client calendar holidays. Services on holidays, when requested, shall be charged on an over-time basis. A holiday on the sixth or seventh day of the work week shall be subject to additional charge of a full day at straight time if wages are required to be paid for that day.

10. Indemnification. ABM shall indemnify, defend and hold harmless Client from loss, liability, cost, or expense (including reasonable attorneys' fees) for bodily injury, death, and property damage (hereinafter, referred to as "Claims") but only to the extent same are caused by the negligence, misconduct, or other fault of ABM, its subcontractors, agents, and employees, and which arise out of Services performed under this Agreement. The foregoing provision shall only benefit Client if Client notifies ABM in writing of such Claim within five (5) days of same being reported to Client or its representative. Notwithstanding the foregoing, if ABM is required by Client to clean or wax floors when being used by employees, customers, tenants, or visitors, ABM shall not be responsible for any Claim in connection therewith. ABM shall not be liable for delay, loss, or damage caused by warfare, riots, strikes, boycotts, criminal acts, acts or omissions of others, fire, water damage, natural calamity, or causes beyond ABM's reasonable control. ABM shall not be liable for disposal of documents or valuable items left on floors, and Client shall indemnify and hold harmless ABM from Claims for such disposal. Client agrees to keep its facilities in a safe condition and in conformance with federal, state, and local laws, ordinances and regulations. Client shall indemnify, defend and hold harmless ABM from Claims to ABM's employees and others resulting from the condition of Client's premises or equipment, but only to the extent same are not caused by ABM's fault.

11. Insurance and Taxes. ABM agrees to maintain in full force and effect during the term of this Agreement the following insurance coverage for the work performed for Client under this Agreement:

- a. Commercial General Liability insurance with limits for bodily injury and property damage of not less than \$1,000,000 per occurrence, \$2,000,000 general aggregate;
- b. Commercial Automobile Liability insurance with limits of liability for bodily injury and property damage of not less than \$1,000,000 per occurrence; and
- c. Workers Compensation insurance with statutory limits and with an Employers Liability Coverage of at least \$500,000.
- d. Sexual Misconduct & Molestation Liability insurance with limits of \$3,000,000 per victim.
- e. Excess or Umbrella Liability insurance on a follow-form basis with respect to the Commercial General Liability, Employers' Liability, Commercial Automobile Liability, and Sexual Misconduct & Molestation Liability of not less than \$5,000,000 per occurrence, \$5,000,000 general aggregate.

ABM has the right to be self-insured where permitted by state law or to provide such coverage subject to a deductible or self-insured retention. ABM will provide Client with a certificate of insurance describing the coverage provided in accordance with these provisions and include Client as an additional insured. ABM, Client, and their insurers shall waive all rights of subrogation against one another for property damage claims. ABM shall be responsible for paying all payroll-based taxes affecting its employees. Client agrees to pay for any sales and use taxes as well as increases in any taxes, workers' compensation, liability insurance, and other similar expenses of ABM.

12. Independent Contractor. ABM is an independent contractor and all persons employed to furnish the Services hereunder are employees of ABM and not of Client. The employees performing the Services for ABM will be

employees of ABM, and ABM will pay for all wages, expenses, federal, and state payroll taxes and any similar tax relating to such employees; and will provide uniforms in accordance with ABM's established standards. In the event any employees or former employees of ABM or its affiliates are employed by Client or by any of Client's affiliates during the term of this Agreement or within 90 days after its termination, Client agrees to pay to ABM a fee equal to 10 percent (10%) of the annualized compensation of each such employee or former employee.

13. Employees. Upon written request by Client, ABM will remove from service any employee assigned to Client's premises who has engaged in improper conduct, including without limitation, a breach of Client policies or failure to perform the duties herein, provided such request is in accordance with applicable laws and collective bargaining agreements. ABM shall supervise its employees through ABM's designated personnel. In the event Client assumes any supervisory duties toward the ABM's employees or directs their acts or services, Client shall assume responsibility and shall indemnify, defend, and hold ABM harmless from loss, liability, or expense arising therefrom.

14. Keys. ABM shall not be provided master keys to any property. Should access to a master key be required, Client will provide a key box or lock box for such master key(s) at the property. Notwithstanding anything to the contrary in this Agreement, ABM shall not be responsible for any damages including, without limitation, any costs incurred in re-keying or changing locks caused by the loss or theft of such key(s).

15. Notices. Notices, requests, demands, etc., shall be written and delivered or mailed with postage prepaid to Client at:

Jackson - Madison County Schools BOE
310 N. Parkway
Jackson, TN 38305
ATTN: Allen Powell

to ABM at:
ABM Education Services
6478 Hwy 90, Suite E
Milton, Florida 32570
ATTN: Carey Beard, Executive Assistant
With a copy to:
ABM Legal Department
3800 Buffalo Speedway, Suite 325
Houston, TX 77098

16. Entire Agreement. This Agreement contains the entire agreement between the parties. All prior negotiations between the parties are merged in this Agreement, and there are no understandings or agreements other than those incorporated herein. This Agreement may not be modified except by written instrument signed by both parties. In the event of conflict between any of the foregoing provisions of this Agreement and any other contract, purchase order, agreement, request for proposal, or specification between the parties, this Agreement shall be controlling. This Agreement shall inure to and bind the successors, assigns, agents and representatives of the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first written above.

CLIENT

ABM INDUSTRY GROUPS, LLC

By: [Signature]
Name: Thomas Ray Washington Jr
Title: Superintendent

By: [Signature]
Name: Scott Steward
Title: Vice President Operations SE

Exhibit A

Scope of Services

Request for Proposals for Grounds Care & Maintenance

General duties to be performed include:

- **Mowing:**
 - Lawns and grass areas will be cut at intervals of two (2) times per month for months of March, April, September and October. Lawns and grass areas will be cut at intervals of three (3) times per month for months of May, June, July and August to maintain a neat and smooth appearance. This will amount to twenty (20) cuttings per location during the eight (8) month cutting period of July 1 - October 31 and March 1 - June 30.
 - It will be the contractor's responsibility to coordinate mowing with the campus administrator so as to not conflict with periods of testing, scheduled student activities on the grounds, and scheduled special events at the location.
 - It will be the contractor's responsibility to coordinate with the campus administrator when it becomes necessary for school property and equipment or faculty vehicles to be moved so as not to be damaged by mowing.
 - During inclement weather, lawns shall be cut as soon as weather permits including weekends when necessary. The contractor will use his/her judgment and be responsible for cutting when lawns are too wet, causing marring and ruts in the lawn. The contractor will repair any damage caused by careless operation of equipment.
- **Weed-eating:** The contractor will be responsible for weed-eating or blade edging at every cutting. Weed-eating or edging will be done around all building foundations, concrete curbing, sidewalks, hard paved and concrete drives, ditches, playground fall zones, playground equipment and fences.
- **Blowing Off:** After every cutting, trimming and edging, the contractor will blow off clippings and debris from sidewalks and drives.
- **Weed Control:** The contractor will be responsible for the weeding of flowerbeds and playground fall zones every other visit to the campus (8 times per year).
- **Drives, Curbs and Parking Lot Cracks:** The contractor will be responsible for spraying cracks in hard surfaces, asphalt, concrete and curbs with weed killers required to maintain an acceptable appearance. The contractor will also spray or pull any vines growing up exterior walls of the buildings.
- **Trimming/Pruning:** The contractor will be responsible for the pruning/cutting back of trees on campuses as needed to maintain a pleasing appearance as well as safety for students, personnel and the general public. The contractor will be responsible for pruning all crepe myrtles during March of the contract year.
- **Shrubs:** The contractor will cut and maintain shrubs a minimum three (3) times during the cutting season and dispose of debris. Frequency of cutting must be suitably spaced

Request for Proposals for Grounds Care & Maintenance

out during the season (early spring, summer and mid-fall) to maintain an acceptable appearance.

- **Debris Removal:** The contractor will be responsible for removing limbs and debris from any and all properties due to winds and inclement weather during any period covered by the contract.
- **Other Services:** It will be the responsibility of the contractor, in order to maintain a safe environment, to notify Jackson-Madison County School System of additional grounds work needed but not covered under this contract. Any grounds maintenance or lawn care not spelled out in these specifications may be required but will be priced on a case by case basis and are not part of this contract.

**Request for Proposals for Grounds Care
Appendix A
Jackson-Madison County School System**

Elementary Schools

Alexander Elementary School (grades Pre-K-5)
900 N. Highland Ave., 38301
Carolyn Caldwell, Principal 731.394.2982

Andrew Jackson Intermediate School (K-5)
211 Old Hickory Blvd., 38301
Ramonica Dorsey, Principal 731-668-8023

Arlington Elementary School (Pre-K-5)
701 Arlington Ave., 38301
Kippi Jordan, Principal 731-234-4834

Thelma Barber Elementary School (K-5)
1470 Ashport Road, 38305
Timothy Gilmer, Principal 731-668-8831

Lincoln Elementary School (Pre-K-5)
425 Berry St., 38301

Denmark Elementary School (Pre-K-5)
1945 Denmark Jackson Rd., Denmark, 38391
Kimberly Quinn, Principal 731-616-7232

East Elementary School (K-5)
2480 Ashport Rd. 38305
Judy Record, Principal 731-988-3860

Isaac Lane Elementary School (Pre-K-3)
746 Lexington Ave., 38301
Richard Willis 731-506-2707

Jackson Careers & Technology Elementary (4-8)
668 Lexington Ave., 38301
James Walker Jr. 731-506-2689

Malesus Elementary School (Pre-K-5)
610 Bolivar Hwy., 38301

Community Montessori School (K-8)
716 Westwood Ave., 38301
Melinda Harris, Principal 731-217-2415

Nova Elementary Early Learning Center
248 Bedford White Rd., 38305
Tisa Day, Principal 731-217-4211

Pope Elementary School (K-5)
1071 Old Humboldt Rd., 38305
Tracey Vowell, Principal 731-499-0699

South Elementary School (Pre-K-5)
570 Stone Rd., Pinson, 38366
Scott Nelson, Principal 731-988-5413

Whitehall
532 Whitehall St., 38301
Ladonna Braswell, Principal 901-598-687

**Request for Proposals for Grounds Care
Appendix A
Jackson-Madison County School System**

Middle Schools

North Parkway Middle (6-8)
1341 N Parkway
Tiffany Taylor, Principal 731-394-3257

West Bemis Middle School
230 D St., 38301
David Wicker, Principal 901-825-2578

Northeast Middle School (6-8)
2665 Christmasville Rd., 38305
Michael Morris 731-506-2517

Rose Hill Middle School (6-8)
2233 Beech Bluff Rd., 38301
Dr. Teresa McSweeney 731-506-2173

High Schools

JCM ECH
332 Lane Ave
Nathan Lewis, Principal 731-589-1498

Northside High School (9-12)
3066 N. Highland Ave., 38305
Jason Bridgeman, Principal 731-694-9807

Liberty High School (9-12)
3470 Ridgcrest Ext.
Roderick Payne 731-506-2000

Southside High School (9-12)
84 Harts Bridge Rd., 38301
Anita Tucker, Principal 731-422-9923

Madison Academic Magnet High School (9-12)
179 Allen, 38301
Chad Guthrie, Principal 731-695-1402

JCM
332 Lane Ave, Jackson, TN 38301

Other School

Parkview Learning Center (7-12)
905 E. Chester St., 38301
Shontaviar S. Beasley 731-506-2576

Other Locations

Boys & Girls Club of Jackson
832 Lexington Avenue, Jackson, TN 38301
Administrative Office - 731 423 - 0627

The University of Memphis Lambuth
705 Lambuth Blvd. Jackson, TN 38301
731-425-5087

**Request for Proposals for Grounds Care
Appendix A
Jackson-Madison County School System**

Other Locations

Bus Garage
59 Harris Bridge Rd. West, 38301
Wayne Alexander, Supervisor

Board of Education
310 N. Parkway
Allen Powell, Director of Maintenance 731-445-0605
Chris Johnson, Maintenance Supervisor 731-267-6834

Boys and Girls Club
746 Lexington Ave
Lawn area adjacent to Lane Elementary
Chris Johnson, Maintenance Supervisor 731-267-6834

Exhibit B
Pricing and Payment of Schedule

Campus	Monthly Cost	Annual Cost
Andrew Jackson	\$1,000.57	\$12,006.82
Board of Ed	\$1,072.04	\$12,864.45
Montessori Tigrett	\$857.63	\$10,291.56
Arlington ES	\$1,000.57	\$12,006.82
Lambuth	\$1,000.57	\$12,006.82
Madison 34	\$700.40	\$8,404.77
JCM	\$1,143.51	\$13,722.08
JCM ECH	\$71.47	\$857.63
Boys/Girls 746	\$71.47	\$857.63
Boys/Girls 832	\$71.47	\$857.63
Isaac Lane	\$982.70	\$11,792.41
JCT	\$982.70	\$11,792.41
Whitehall	\$428.82	\$5,145.78
Rosehill	\$1,072.04	\$12,864.45
Liberty 48	\$1,929.67	\$23,156.01
Nova	\$714.69	\$8,576.30
Northeast	\$1,286.45	\$15,437.34
East	\$571.75	\$6,861.04
Thelma Barker	\$1,000.57	\$12,006.82
Pope	\$536.02	\$6,432.23
Northside 36	\$1,286.45	\$15,437.34
Denmark	\$571.75	\$6,861.04
North Parkway	\$857.63	\$10,291.56
Lincoln 7.5	\$536.02	\$6,432.23
Parkview	\$357.35	\$4,288.15
West Bemis Midd	\$857.63	\$10,291.56
Southside 35	\$1,193.54	\$14,322.42
Bus Lot	\$500.28	\$6,003.41
South	\$1,214.98	\$14,579.71
Malesus	\$571.75	\$6,861.04
Alexander	\$571.75	\$6,861.04
Total	\$25,015.21	\$300,170.30



Jackson-Madison County School System

Disciplinary Hearing Authority 2021-2022

Per Policy 6.317-Student Disciplinary Hearing Authority (DHA): *The Disciplinary Hearing Authority (DHA)¹ will conduct hearings for students who have been suspended, expelled or remanded for more than ten (10) school days. The Board shall appoint members of the DHA which shall consist of nine (9) members, (maximum number must not exceed total membership of Board) at least two (2) of which shall be licensed employees of the Board, appointed to one (1) year terms and subject to reappointment. Board members shall not serve on the DHA.*

Dr. Shalonda Franklin, Chief of Social and Behavior Services

Name	District Role
Konisha Williams (DHA Chairperson)	Behavior Intervention/504 Liaison, JMCSS
Adam Peachy	Assistant Principal, North Side High School
Carol Rogers	Special Education Consultant, JMCSS
Kyle Lutz	Assistant Principal, Northeast Middle School
Craig McNatt	Assistant Principal, South Side High School
Terrance Morris	Assistant Principal, Pope Elementary School
Amy Jones	Director of Juvenile Court Services
Yvette Nesbitt	Homeless Liaison, JMCSS
Wayne Smith	Community Member

Substitutes

- Shannon Davis Assistant Principal, JCM Early College High School
- Sonya Washington Consulting Teacher, Parkview Prep Academy

Services Agreement

Dated June 20, 2019 by and between **Jackson-Madison County School System** (hereinafter referred to as "Customer") and **Southern Management Services, LLC.** (hereinafter referred to as "SMS").

RECITALS

SMS is prepared to provide agreed upon custodial / janitorial services to Customer as requested by Customer.

Customer is prepared to contract with SMS for the performance of agreed upon services to be performed on Customer's premises and within Customer's facilities.

In consideration of the mutual agreements and understandings below, both parties agree as follows:

AGREEMENT

1. Services to be Provided: SMS will provide custodial / janitorial services (hereinafter referred to as "Services") according to the specifications set forth in **ITB # 44** designated by the Customer, and released in 2019.

List of Locations to be Serviced Provided in Appendix A of ITB # 44

The scope of work, terms, Requirements, and Specifications of said ITB are incorporated herein by reference. The ITB #44 is attached as Exhibit A. In the event of a conflict between the terms of the ITB and the provisions of the terms set forth in this instrument, then the terms of this instrument shall prevail.

2. Consideration:

Contract Period. The initial term of this Agreement shall be for one (1) year beginning July 1, 2019 until June 30, 2020. Thereafter, the Agreement is renewable by the Customer for up to three (3) additional one-year periods ("Renewal Terms") provided that written notice is provided to SMS by June 1 of each year. All terms of this Agreement except for Annual Contract Price and Monthly Contract Pricing will survive and govern any Renewal Term unless otherwise agreed upon by both parties in writing.. The first annual term shall begin July 1, 2019 until June 30, 2020. Each of the three (3) additional contract years shall be twelve (12) month terms, beginning July 1st until June 30th. Should Customer elect to extend this contract, SMS agrees to up to six (6) additional one (1) year renewal periods for a total of ten (10) years.

- A. **Annual Contract Price:** The annual contract price for the first year, beginning July 1, 2019 and ending June 30, 2020 shall be Two Million, Eighteen Thousand, Four Hundred Seventy Two Dollars (\$2,018,472).
- B. **Monthly Contract Pricing:** The monthly contract price shall be One Hundred Sixty Eight Thousand, Two Hundred Six Dollars (\$168,206).
- C. **Monthly Invoices:** Monthly Invoices will be billed at the beginning of the month in which the Services are to be rendered. Additional Services requested and approved by Customer will be invoiced at the beginning of each month for such Services provided during the prior month.
- D. **Payment Terms:** The Monthly Payments and payments for Additional Services shall be either (i) hand delivered from an authorized employee of Customer; (ii) made by electronic transfer to the SMS designated bank account or (iii) delivered to an address provided by SMS. Monthly Payments shall be made within fifteen (15) days from the date of invoice. Each payment for Additional Services will also be made no later than net 15 days from date of invoice.

terms of the ITB, this contract is a four (4) year contract with annual terms. The first annual term shall begin July 1, 2019 until June 30, 2020. Each of the three (3) additional contract years shall be twelve (12) month terms, beginning July 1st until June 30th. Should Customer elect to extend this contract, SMS agrees to up to six (6) additional one (1) year renewal periods for a total of ten (10) years.

B. Termination. Termination of this Contract may occur under any of the conditions and terms as follows:

- (1) Termination for Cause: If, in the sole reasonable opinion of Customer, SMS is not performing the Services in accordance with the requirements of this Agreement, and Customer desires to terminate this Agreement, Customer must give SMS thirty (30) days written notice of its intention to terminate this Agreement if such service deficiencies are not corrected within that time (the "Cure Period"), which notice shall specify the service areas in question. On or before the end of the thirty (30) day Cure Period, Customer shall reasonably determine that either (i) the service deficiencies have been corrected, in which case the Agreement will continue in full force and effect subsequent to the Cure Period, or (ii) the service deficiencies have not been corrected, in which event Customer may, by further written notice, terminate this Agreement sixty (60) days from the end of the Cure Period. In the event that Customer does not act pursuant to either (i) or (ii) above, the service deficiencies shall be deemed corrected and the Agreement shall continue in full force and effect thereafter.
- (2) Termination for Funding. In the event the Customer, in its sole discretion, does not or cannot obtain or continue the funding for this Contract from any source or sources at an aggregate level sufficient to allow for payment for the Work, the Customer may exercise one of the following alternatives: (1) terminate this Contract effective upon a date specified in a Termination Notice; or (2) continue this Contract by reducing, through written notice to SMS, the amount of this Contract and the scope of work, consistent with the nature, amount, and circumstances of the loss of funding. Any termination or reduction of this Contract pursuant to this paragraph shall not affect any obligations or liabilities of either Party accruing prior to such termination or reduction. The Customer shall not face any liability or penalty as a result of such termination or reduction of this Contract. The Customer will provide SMS 90 days' written notice if Customer terminates the Contract for inadequate funding.
- (3) Termination for Convenience: Either party may, without cause and for any reason, terminate this Agreement at any time upon giving ninety (90) days written notice to the other party. In the event of Termination for Convenience, SMS shall be paid in full for all authorized expenditures and services satisfactorily provided to date, but in no case shall the Customer be liable to SMS for compensation for any service which has not been rendered. A termination for convenience shall not be a breach of this Contract by the Customer. The final decision as to the amount, for which the Customer shall be liable, shall be determined by the Customer. SMS shall not have any right to any actual general, special, consequential, incidental, or any other damages whatsoever of any description or amount for the Customer's exercise of its right to terminate for convenience.

4. Insurance:

A. Insurance to be carried by SMS: SMS shall procure and maintain during the term of this Agreement, at SMS' sole expense, the following insurance:

- i. Worker's Compensation and Employer's Liability Insurance covering obligations imposed by federal and state statutes with jurisdiction over SMS' employees with statutory limits and employers liability insurance with limits of not less than \$1,000,000.
- ii. Property Insurance covering SMS' equipment and other personal property now or hereafter located on Customer's Facility against "All Risk" of Loss within an amount at least equal to replacement value. "All Risk" shall mean at a minimum coverage for Special Causes of Loss perils.
- iii. Commercial General Liability Insurance providing coverage for SMS' operations: Each Occurrence, General Aggregate, Products-Completed Operations Aggregate,

E. Pricing by Facility:

Location Name	Monthly Price	Annual Price
Alexander Elementary	\$ 4,704.00	\$ 56,448.00
Andrew Jackson Elementary	\$ 6,185.00	\$ 74,220.00
Arlington Elementary	\$ 6,600.00	\$ 79,200.00
Thelma Barker Elementary	\$ 5,386.00	\$ 64,632.00
Denmark Elementary	\$ 5,276.00	\$ 63,312.00
Isaac Lane Elementary	\$ 6,104.00	\$ 73,248.00
JCT School	\$ 6,048.00	\$ 72,576.00
East Elementary	\$ 4,566.00	\$ 54,792.00
West Bemis Middle	\$ 5,620.00	\$ 67,440.00
Nova ELC	\$ 4,422.00	\$ 53,064.00
Pope School	\$ 5,118.00	\$ 61,416.00
South Elementary	\$ 5,168.00	\$ 62,016.00
Lincoln Whitehall Pre-K	\$ 3,936.00	\$ 47,232.00
North Parkway Middle	\$ 7,756.00	\$ 93,072.00
Northeast Middle	\$ 7,244.00	\$ 86,928.00
Rose Hill School	\$ 7,573.00	\$ 90,876.00
Community Montessori	\$ 8,608.00	\$ 103,296.00
JCM ECH	\$ 3,602.00	\$ 43,224.00
Liberty High School	\$ 14,708.00	\$ 176,496.00
Madison Academic	\$ 7,766.00	\$ 93,192.00
North Side High	\$ 17,436.00	\$ 209,232.00
South Side High	\$ 15,094.00	\$ 181,128.00
Parkview Learning Center	\$ 3,718.00	\$ 44,616.00
JMCSS Bus Garage	\$ 974.00	\$ 11,688.00
JMCSS Board of Education	\$ 4,594.00	\$ 55,128.00
TOTAL	\$ 168,206.00	\$ 2,018,472.00
	Monthly	Annual

F. Contract Price Adjustments: The Contract Price may, with Customer approval, be adjusted as follows:

- i. Change in Services and Additional Facilities: Should Customer request a change in Services for reason of opening new units or buildings or permanent closings of units or buildings or a change tasks or frequencies to be performed or a significant change in the activity or use of Customer’s Facility, and should such change result in a change of costs to SMS, the Contract Price and the Monthly Payments shall be changed by the projected change in costs to SMS, such changes taking effect from the date of the change in Services. Should a facility be closed and upon 30 days’ written notice to SMS, the services provided by SMS under this Contract will cease for the closed facility and the contract price will be reduced by the amount shown in Section 2.E of this Contract.
- ii. CPI Increase or Government Mandated Wage Increases: In the event of a government mandated wage increase or should the cost of living increase over a twelve (12) month period, SMS may, with Customer approval, request or negotiate an increase with the projected costs at the end of the annual term. This request must be submitted in writing, at least ninety (90) days prior to the end of the annual term, June 30.

3. Term and Termination of Agreement:

- A. Initial Term: The initial term of this Agreement shall be for one (1) year beginning July 1, 2019 until June 30, 2020. Thereafter, the Agreement is renewable by the Customer for up to three (3) additional one-year periods (“Renewal Terms”) provided that written notice is provided to SMS by June 1 of each year. All terms of this Agreement except for Annual Contract Price and Monthly Contract Pricing will survive and govern any Renewal Term unless otherwise agreed upon by both parties in writing. As per

Personal Injury, and Automobile Liability with limits of not less than \$4,000,000 for bodily injury and \$4,000,000 for property damage per occurrence including contractual liability and contractor's protective liability coverage if subcontractors are used.

iv. Umbrella Liability Insurance providing excess coverage over the underlying Commercial General Liability, Automobile Liability and Employers Liability policies.

v. Employee Theft Coverage for the acts of SMS' employees including a Third Party Fidelity Bond of \$50,000 per employee.

5. Indemnification: SMS agrees to indemnify, hold harmless and defend Customer, its officers, employees, and directors from and against any and all liability for loss, damage or expense for which Customer may be held liable by reason of injury (including death) to any person or damage to any property which arises or results from SMS' negligent or intentional acts or omissions arising out of or connected with the Services, except to the extent due to any act or omission of Customer or any of its employees, subcontractors or agents.

6. Miscellaneous Provisions:

- A. Severability: If any provision of this Agreement is held invalid for any reason, the other provisions of this Agreement will remain in effect, insofar as consistent with law.
- B. Interpretation and Applicable Law: This Agreement has been negotiated at arm's length between the parties hereto, both of which are sophisticated and knowledgeable in the matters dealt with in this Agreement. Accordingly, any rule of law or legal decision that would require ambiguities in this Agreement to be interpreted against the party that drafted it are not applicable and are hereby waived. This Agreement shall be subject to, and enforceable under, the laws of the State of Tennessee, and any dispute arising out of this Agreement shall be submitted to a court of competent jurisdiction in Madison County, Tennessee. SMS and Customer agree that attorney's fees and costs shall be awarded to the prevailing party in any dispute arising out of this Agreement.
- C. Criminal Background Checks. SMS understands that Tenn. Code Ann. § 49-5-513 requires the fingerprinting and criminal background check of anyone that applies for a position that requires proximity to school children or to children in a child care program. Each employee or subcontractor hired by SMS assigned to Customer must submit to a criminal background check which will include a check to determine if the person has been convicted of a misdemeanor or felony in Tennessee or any other state and submit a fingerprint sample to be submitted for a criminal history records check to be conducted by the Tennessee Bureau of Investigation. The costs of the fingerprinting and criminal background check will be borne by SMS. The fingerprinting and criminal background check will be performed by a company chosen by the Customer through the Customer's Human Capital Office. Under no circumstances shall the person be assigned to a position at Customer if the person fails the criminal background check. No SMS employee or subcontractor who has a police or criminal record other than a minor traffic violation may be assigned duties under this Contract without the express written permission of the Customer's Human Capital Office.
- D. Compliance with Laws. SMS agrees to comply with applicable federal, state and local laws and ordinances. SMS agrees to comply with Customer's non-discrimination policies. SMS agrees that it is an equal opportunity employer and it shall not discriminate against any of its employee or applicants for employment on the basis of race, color, creed, sex, national origin, age, or any other protected factor.
- E. Binding: This Agreement shall inure to and bind all parties, their successors, assigns, agents or representatives.
- F. Assignment Consent Required. The provisions of this Contract shall inure to the benefit of and shall be

binding upon the respective successors and assignees of the parties hereto. Except for the rights of money due to SMS under this Contract, neither this Contract nor any of the rights and obligations of SMS hereunder shall be assigned or transferred in whole or in part without the prior written consent of the Customer. Any such assignment or transfer shall not release SMS from its obligations hereunder.

- G. Survival: The indemnification provision and each representation, covenant and warranty of the parties shall survive the termination or expiration of this Agreement for a period of one year.
- H. Entire Agreement: This Agreement contains the entire agreement between the parties. All prior negotiations between the parties are merged in this Agreement, and there are no understandings or agreements other than those incorporated or referred to herein. This Agreement may not be modified except by an instrument in writing signed by both parties. This Agreement may not be assigned by either party without the written consent of the other party. Consent to an assignment to a wholly owned subsidiary or affiliate of the assignor shall not be unreasonably withheld.
- I. Notices: All notices, requests, demands, and other communications hereunder shall be in writing and shall be deemed to have been duly given if delivered personally or if sent by courier, registered or certified mail, return receipt requested, properly addressed and postage prepaid, or by overnight mail by a reputable carrier, and addressed as follows:

TO SMS: **Southern Management Services, LLC.**
4235 Hillsboro Pike #300
Nashville, TN 37215

TO Customer: **Jackson Madison County School System**
Attn: Superintendent
310 North Parkway
Jackson, TN 38305

or at any other address as may be given by either party to the other by notice in writing pursuant to the provisions of this Section.

The parties to this Agreement have executed this Agreement as of the day and year first written above.

Southern Management Services, LLC.

Jackson Madison County School System

By 

By 

Name Adam Miles

Name Thomas Ray Washington

Title Chief Business Officer / Executive VP

Title Superintendent

Date July 9, 2019

Date 7-9-19



FACILITIES MANAGEMENT

June 9, 2020

VIA EMAIL

Jackson-Madison County School System
Allen Powell, Operations and Facilities
310 North Parkway
Jackson, TN 38305

RE: Assignment of Services Agreement dated June 20, 2019 by and between Jackson-Madison County School System and Southern Management Services, LLC (the "Agreement")

Dear Mr. Powell:

We are very excited to inform you that Southern Management Services, LLC ("SMS") plans to partner with HES Facilities, LLC ("HES"), an entity formed via a significant investment by Buddy Helton, Charlie Spencer, David Helton and several other facilities service industry experts (which entity will also have access to additional sources of capital), in a transaction whereby HES will acquire the assets of SMS (the "Transaction"), including its rights under the Agreement. After the completion of the Transaction, the members of the current senior management team will remain substantially the same, you can expect continuity in your dealings in every relevant respect and HES will honor SMS's obligations under the Agreement that arise after the consummation of the Transaction.

SMS respectfully requests that you consent to the assignment of the Agreement to HES in connection with the Transaction and waive any notice requirement, information requirements, or rights to terminate the Agreement arising under the Agreement as a result of the Transaction, and, in consideration of the additional capitalization of the company following the Closing, also waive the posting of bonds, collateral, letters of credit or other security under the Agreement. To do so, please sign a copy of this letter in the space provided below and return it to Josh Helton by email at josh.helton@smsfacilities.com. This letter will be effective only upon consummation of the Transaction, which is expected to occur on May 8, 2020 (the "Closing.") If the Transaction is not consummated this letter shall be of no force and effect.

Please also note that the Transaction is confidential and will not be publicly disclosed until the Closing; therefore please keep confidential this letter and your awareness that the Transaction is possible and do not disclose to any individuals any information regarding the Transaction who do not have an absolute need to know.

Should you have any questions concerning the Transaction or this letter, they may be directed to Mr. Helton at 615-243-1958 or the email address provided above. Otherwise, given the anticipated date of the Closing, we would greatly appreciate you returning this letter at your earliest convenience. Thank you again for your prompt response.

Very truly yours,

HES Facilities Management

By: [Signature]

ACKNOWLEDGMENT AND CONSENT:

JACKSON-MADISON COUNTY SCHOOL SYSTEM

By: [Signature]
Name: Thomas Ray Washington Jr
Title: Director of Schools
Date: 6/24/2020



RAINEY • KIZER • REVIERE & BELL PLC

209 EAST MAIN STREET
POST OFFICE BOX 1147
JACKSON, TENNESSEE 38301
731.423.2414
FAX: 731.426.8150

THOMAS H. RAINEY
JERRY D. KIZER, JR.
RUSSELL E. REVIERE
WILLIAM C. BELL, JR.
JOHN D. BURLESON
ROBERT O. BINKLEY, JR.
R. DALE THOMAS
CHARLES C. EXUM
MARTY R. PHILLIPS
DALE CONDER, JR.
TIMOTHY G. WEHNER
BRADFORD D. BOX
PATRICK W. ROGERS
MICHAEL L. MANSFIELD
MICHELLE G. SELLERS
KEELY N. WILSON
AMANDA C. WADDELL
GEOFFREY A. LINDLEY
CRAIG P. SANDERS
JONATHAN D. STEWART
JAMES V. THOMPSON
ADAM C. CRIDER
ASHLEY D. CLEEK
JOHN O. ALEXANDER, IV
NATHAN E. SHELBY
N. MARK KINSMAN
CHRISTIE KIZER BURBANK
MATTHEW R. COURTNER
W. CHRISTOPHER FRULLA
MATTHEW R. WEST
BRANDON W. REEDY
BRANDON J. STOUT
BAILEY L. WALDEN
HUGH FRANCIS IV
GALE B. ROBINSON, JR.
ANNABELLE HARRIS
HALLE PRIESTER
HAYDEN T. CHERRY
TAYLOR FLAKE LAWSON
PATRICK D. WRIGHT

August 3, 2021

VIA E-MAIL ONLY

Jackson-Madison County Board of Education
310 North Parkway
Jackson, TN 38305
ATTN: Dr. Marlon King

Re: Engagement Agreement 2021-2022
Our File No. 01646/40000

Dear Dr. King:

It is the time of the year for me to submit my proposed Engagement Agreement to the Jackson-Madison County Board of Education ("Board").

Thus, should the Board elect to continue to retain Rainey, Kizer, Reviere & Bell, P.L.C. ("RKRB") as counsel for the period of October 1, 2021 through September 30, 2022, the proposed Engagement Agreement is as follows:

1. Service/Matters Involved. RKRB understands that the Board seeks legal consultation and advice, representation and other appropriate legal services to the Board, Director of Schools, other District staff, and at the request of the Director of Schools, to other Board employees. These legal issues include, but are not limited to, areas of employment, constitutional, civil rights, contract, tort, insurance, school finance, construction, student discipline, and general school law. Services may include, but not be limited to, representation in administrative hearings, local courts, state trial and appellate courts, and federal trial and appellate courts.

2. Personnel. The personnel who are likely to be principally involved in this legal representation on behalf of RKRB are as follows:

- Members: Dale Thomas; Geoffrey Lindley; William C. Bell, Jr. (Bell works on commercial, construction and real estate matters only)
Associate: Taylor Flake
Paralegal: Carrie L. Johnson

RKRB retains the right and authority to assign various duties related to the representation of the Board to other partners, associates, legal assistants, paralegals, law clerks, and/or other personnel of RKRB depending on the issues involved.

OF COUNSEL:
GREGORY D. JORDAN

105 SOUTH HIGHLAND AVENUE
POST OFFICE BOX 1147
JACKSON, TENNESSEE 38301
731.423.2414
FAX: 731.426.8111

50 NORTH FRONT STREET
SUITE 610
MEMPHIS, TENNESSEE 38103
901.333.8101
FAX: 901.577.1416

201 4TH AVE NORTH
SUITE 1850
NASHVILLE, TENNESSEE
37219
615.613.0442
FAX: 615.647.6250

633 CHESTNUT STREET
SUITE 330
CHATTANOOGA, TN 37450
423.756.3333
FAX: 423.756.3337

3. Fees For Services.

- (a) The Firm agrees to accept an Annual Retainer for 300 hours of general legal services such as responding to telephone calls, attending meetings, rendering advice and opinions, and research of legal issues, etc. The retainer required for these legal services is \$57,000.00 to be paid in twelve (12) monthly increments of \$4,750.00. **The first payment is due October 2021.** After the 300 hours have been expended, the compensation will be determined in accord with the Standard Hourly Rates. The Firm agrees to give, at minimum, a quarterly accounting of the number of hours expended towards the Annual Retainer to the Superintendent.
- (b) The method to be used for determining the proper amount of legal fees will be the time expended by RKR B to perform the legal services for your benefit billed on itemized tenth hour increments. The following Standard Hourly Rates will apply:

William C. Bell, Jr.:	\$235.00 per hour
Members (other than Will Bell):	\$200.00 per hour
Associates:	\$180.00 per hour
Paralegals:	\$95.00 per hour

The Standard Hourly Rates apply to all legal work performed after expending the Annual Retainer described in paragraph 3(a) and to all other legal work pertaining to matters of litigation, OCR/employment investigations and responses, teacher disciplinary/dismissal hearings, real estate/construction/commercial transactions, and any special projects as may be requested by the Board or Superintendent. These rates do not include other fees, charges, expenses described in paragraphs 3(c) and 3(d), for which the Board will be responsible. All matters which are billed on Standard Hourly Rates will be invoiced bi-monthly.

- (c) With prior approval by you, RKR B will retain such other persons or entities to perform services for the Legal Services, such as expert witnesses. The Board will pay such fees for other persons or entities directly.
- (d) RKR B may incur various expenses (such as filing charges, courier services, depositions, copies, travel expenses, and postage) in providing services to you. Mileage expenses for out-of-county travel will be billed at the current Internal Revenue Service mileage reimbursement rate. These expenses will be itemized on billing statements, and you agree to reimburse RKR B for such expenses. There will be no reimbursement for professional or Continuing Legal Education seminars.
- 4. Additional Legal Counsel.** The Firm understands that the Board may elect to employ additional counsel from time to time.
- 5. Accessibility.** The Firm recognizes and understands that the Board or district administrators may need immediate accessibility to attorneys. The Firm agrees to provide emergency contact information for the attorneys principally assigned. In the event one of the principal attorneys will be out of the office for an extended period, another principal attorney will serve as a back-up.

Dr. Marlon King
August 3, 2021
Page 3

6. **Complete Agreement.** This engagement letter includes the entire agreement between you and RKR. This agreement can be modified with another written agreement signed by you and RKR. This agreement shall be binding upon you and RKR and their respective heirs, executors, legal representatives, and successors. This agreement shall be construed in accordance with Tennessee law.

Should you have any questions or need any additional information, please do not hesitate to contact me. If the terms of this Agreement are acceptable, please have the Chair of the Board sign and return to my attention.

Best regards.

Yours very truly,

RAINEY, KIZER, REVIERE & BELL, P.L.C.



R. Dale Thomas, Attorney at Law
direct dial: 731.426.8120
fax: 731.426.8150
email: dthomas@raineykizer.com

RDT:ajh

Approved by:

James "Pete" Johnson, Chair of Board of Education

CONTRACT OF EMPLOYMENT
Between
Marlon King
and
Jackson-Madison County Board of Education

WHEREAS, the Jackson-Madison County Board of Education (hereinafter “Board”) desires to provide Marlon King (hereinafter “Superintendent”) with a written Contract of Employment (hereinafter “Contract”) in order to enhance the administrative stability and continuity within the school system, and,

WHEREAS, the Board and the Superintendent initially entered into a Contract of Employment of the ___ day of May, 2020, by and between the Jackson-Madison County Board of Education and Superintendent in accordance with the action of the Board on May 7, 2020, and found in the minutes of the meeting thereof with the Contract commencing July 1, 2020 and ending June 30, 2024; and

WHEREAS, the Board and the Superintendent agree to the written Renewal Contract of Employment as necessary to describe specifically the relationship between the parties and to allow effective communication between the parties as they fulfill their governing and administrative functions in the operation of the educational program of the school system.

THEREFORE, this Renewal Contract of Employment is entered into this ___ day of August, 2021, by and between the Jackson-Madison County Board of Education and Superintendent. The Board and the Superintendent, for the consideration herein specified, agree as follows:

- 1. TERM OF AGREEMENT:** In accordance with the action of the Board on August 12, 2021, and found in the minutes thereof, the Board hereby renews the Contract with Dr. Marlon King as Superintendent and extends the term to the 30th day of June, 2025.

- 2. ACCEPTANCE:** The Superintendent hereby accepts employment as Superintendent and the Board and Superintendent mutually agree that during the term of this Agreement the Superintendent shall be and will perform the duties of Superintendent in and for the public schools of Jackson-Madison County, Tennessee, as prescribed by the laws of the State of Tennessee and by the rules and regulations of the State Board of Education and of the Board and those duties described in the job description adopted by the Board as the same may be amended from time to time.

- 3. PROFESSIONAL CERTIFICATION:** The Superintendent shall maintain any certification required by law of the State of Tennessee.

- 4. DUTIES:** The superintendent shall faithfully perform the duties of the Superintendent and serve as Chief Executive Officer to the Board and the administrative head of the School District. The Superintendent shall have the authority to organize and arrange the administrative and supervisory staff and shall have the authority to organize and arrange the

instructional and business affairs of the School District in a manner which, in his judgment, best serves the needs of the School District, subject to the laws of the State of Tennessee and of the rules and regulations of the State Board of Education and of the Board. The responsibilities for the selection, placement and transfer of personnel shall be vested in the Superintendent to the extent permitted by state law and Board policy. The Superintendent shall perform the duties specified in Tennessee Code Annotated, including but not limited to Tenn. Code Ann. § 49-2-301, as well as those listed in the job description for Superintendent and listed in Policy 5.802 as adopted by the Board or as may be amended from time to time during the term of this Agreement. Such job description and board policy, as so amended, is hereby incorporated in this Agreement by reference as if fully stated herein. A copy of the current job description is attached as Exhibit A to this Contract, and a copy of the current Board Policy 5.802 is attached as Exhibit B to this Contract. The Superintendent shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Superintendent to work during times other than normal business hours.

5. PERFORMANCE: By June 1 of each year, the Superintendent and Board shall develop a mutually agreed upon set of performance goals for the Superintendent. In addition to the mutually agreed upon performance goals, the Superintendent shall annually establish meaningful, measurable goals and objectives for the District and shall provide a written report regarding his recommendations to the Board on or before the first Board meeting in March of each year during the term of this Contract. All discretionary goals and objectives will be subject to the approval of the Board, and should be approved by the Board by no later than June 1 each year of the contract.

6. COMPENSATION: For the period of time from July 1, 2021, to June 30, 2025, the Board agrees to pay the Superintendent an annual base salary of _____. The annual compensation shall be paid in equal installments in accordance with Board policy. During the term of this Contract, the Superintendent shall receive salary increases at least equivalent to increases given to teachers. In no event shall the salary of the Superintendent be reduced during the term of this Contract except as provided by law.

7. MEMBERSHIPS: The Board shall further pay all dues for the Superintendent to be a member of professional including but not limited to AASA and TOSS. The Board shall further reimburse the Superintendent for expenses in attending related functions and conferences. The Board desires and expects the Superintendent to be actively engaged in the community and shall pay his membership and related fees to participate in civic, business and service organizations, including but not limited to the local Chamber of Commerce.

8. FRINGE BENEFITS: During the term of the Contract, the Superintendent shall be entitled to receive all fringe benefits that full-time certified employees receive. In addition, the Superintendent shall receive the following fringe benefits.

a. Health Insurance. The Board shall provide the Superintendent and his eligible

dependents health insurance benefits, including medical, and dental insurance coverage under the District's group health insurance program. The Board shall pay 100% of the cost of the premiums for the Superintendent's individual and family coverage for health and dental insurance. Should the Superintendent elect no coverage under the District's group health insurance plan, no other benefit or salary shall be paid in lieu thereof.

- b. Retirement Benefits. The Superintendent shall be entitled to any retirement benefits for which he qualifies under state law. The Board pays the Superintendent's retirement contributions provided to certified employees.
- c. Long Term Disability Insurance. The Board shall provide the Superintendent with an own occupation long-term disability insurance policy with a waiting period of six (6) months and five (5) year duration period and in an amount equal to sixty percent (60%) of his annual salary provided that he can obtain such coverage.
- d. Life Insurance. The Board shall provide the Superintendent a term life insurance policy on his life while employed by the School System in an amount equal to his annual base salary payable to the Superintendent's beneficiaries.
- e. Technology. The Board shall provide the Superintendent with the technology necessary for the Superintendent to carry out his duties pursuant to this Contract, including a smartphone and related service, laptop computer, iPad, and printer/fax/scanner at his home which equipment shall remain the property of the Board.
- f. Automobile. The Board shall provide the Superintendent an automobile and all expenses involved in the use of said automobile for the Superintendent to carry out his official duties. The Superintendent may use such automobile for personal purposes not interfering with school purposes. The Superintendent agrees and understands that there may be federal and/or tax implications for the personal use of the vehicle and that he agrees to prepare any documents required by tax law and he further agrees that he will pay any tax liability arising from his personal use of the automobile.
- g. Leave. With the exception that the Superintendent shall immediately receive five (5) bonus vacation days annually, the Superintendent shall be entitled to the sick leave, personal and professional leave, and vacation and holiday leave benefits as provided for the certified personnel of the Jackson-Madison County School System in accordance with the Board's adopted policy and procedures or as may be amended, which are incorporated herein by reference. The Superintendent's vacation days do not carry over year to year; however, any unused vacation days as of June 30 of each year will be paid for by the Board within thirty days.

9. PROFESSIONAL LIABILITY: The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent, to the fullest extent allowed by law, from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in

his official capacity as agent and employee of the School System, provided the demands, claims, suits, actions, or legal proceedings arose while the Superintendent was acting within the scope of his employment or under the direction of the Board unless the claims, suits, actions, or legal proceedings arise out of alleged criminal conduct by the Superintendent. Except that, in no case, will individual board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

10. EXPENSES: The Board shall reimburse the Superintendent for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this Contract subject to such limitations as provided by law and by Board policy.

11. BOARD/SUPERINTENDENT COMMUNICATIONS. Board members, individually and collectively, shall promptly refer to the Superintendent all criticisms, complaints and suggestions called to their attention relative to the Superintendent or the School System for the study, recommendation, and appropriate action of the Superintendent prior to such issue being brought to the attention of the full Board. In addition, individual Board members will not direct the Superintendent regarding the management of the School System unless acting on behalf of the Board. Not later than July 31 of each year, the Board and Superintendent shall meet to discuss and develop or review procedures for communication between the Board and the Superintendent.

12. LOYALTY: The Superintendent shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and the Jackson-Madison County School System. The Superintendent may, however, undertake consulting work, speaking engagements, writing, lecturing or other activities, with or without honorarium, that do not interfere with the discharge of the duties and responsibilities of the Superintendent hereunder. The determination of the Board as to whether such other work interferes with the discharge of the duties and responsibilities of the Superintendent hereunder shall be conclusive, and the Board shall notify the Superintendent in writing if the Board makes this determination.

13. FORFEITURE OF TENURE RIGHTS. The Superintendent hereby forfeits any rights to tenure in the Jackson-Madison County School System and agrees that upon the termination of his duties as Superintendent his employment in the school system will terminate.

14. EVALUATION: The Board shall evaluate and assess in writing the performance of the Superintendent on or before July 1 of each calendar year during the term of this Contract and any renewal thereof. Prior to the Board conducting its evaluation, the Superintendent shall provide the Board with a written self-evaluation.

In conducting its evaluation, the Board shall use the evaluation instrument and process agreed to by the Board and Superintendent. This annual evaluation instrument and process shall be agreed to by the Board and Superintendent at or before the regular meeting of the Board in

September of each year. The annual written evaluation of the Superintendent's performance will be based upon the Superintendent's self-evaluation, the mutually agreed upon performance goals pursuant to Section 5 of this Contract, the Superintendent's job description as set forth herein and in Board Policy, the execution of the powers and duties of the Superintendent as described by state law, and the Superintendent's performance of the expectations as outlined in this Contract.

Should any rating below satisfactory or acceptable level of performance be entered on the Superintendent's evaluation form by the Board, notice must be given, in writing, to the Superintendent specifically detailing the nature of the deficiency to be addressed. Notice of deficiency must include specific expectations relative to remediation of the deficiency to provide the Superintendent sufficient information to address the Board's concern and to improve his rating in that area. Within thirty (30) days of the completion of the annual evaluation and workshop discussion in which the Board has identified any deficiencies, the Superintendent shall submit to the Board an Annual Improvement Plan which shall include a professional growth plan.

15. TERMINATION: This Contract may be terminated by one of the reasons specified below.

- a. This Contract may be terminated by mutual agreement of the parties.
- b. This Contract may be terminated by the retirement or the death of the Superintendent.
- c. This Contract may be terminated by disability pursuant to Section 19 of this Contract.
- d. This Contract may be terminated by the Board for cause in accordance with the laws of the State of Tennessee, including but not limited to Tenn. Code Ann. §§ 49-2-203(a)(14)(A), 49-5-511(a)(2), and 49-5-501(3) through (8). In the event of termination by the Board for cause, notice of termination shall be given to the Superintendent in writing. If the Superintendent is terminated for cause, the Superintendent shall be entitled to a hearing before the Board provided that the Superintendent requests a hearing in writing within ten (10) days of receipt of notice of termination. The hearing shall be held within thirty (30) days of the Board's receipt of the Superintendent's written request for a hearing. Within ten (10) days of the hearing, the Board shall provide its written decision to the Superintendent.
- e. This Contract shall terminate if the State Board of Education removes the Superintendent from office in accordance with the laws of the State of Tennessee including but not limited to Tenn. Code Ann. § 49-1-602.
- f. The Contract may be terminated by the Superintendent for any reason during the term of the Contract provided the Superintendent give written notice to the Board of such intent at least sixty (60) days prior to the effective date of such voluntary

termination. In the event of such termination, the Superintendent shall have no right or entitlement to any severance pay. The Superintendent shall be entitled to the salary, benefits, and expenses unpaid through the effective date of the voluntary termination. In the event the Superintendent voluntarily terminates the Contract and provides the written notice required herein, the Board may elect to remove the Superintendent from his position with 30 days' notice in which case the Board must pay the Superintendent his salary, benefits and expenses unpaid through the effective date of the Superintendent's voluntary termination.

- g. The Board may, at any time, terminate this contract without cause by giving the Superintendent written notice of at least sixty (60) days prior to the effective date of termination. Upon such termination, the Superintendent shall be entitled to the present value of any remaining salary and benefits that remain unpaid under the contract.

16. DISABILITY: "Disability" is defined as an inability to perform the essential functions of the job with or without reasonable accommodation as set forth in the Americans with Disability Act. Should the Superintendent become "disabled" as defined herein, and the period of disability extends beyond when all applicable leave benefits have been exhausted, during the period before the long term disability benefits begin as defined in Section 9 herein, the Board may, at its sole discretion, make the following deductions from the compensation stipulated above. For the first month following exhausted leave time, the Superintendent shall receive his entire monthly compensation; for the second month following exhaustion of such leave, the Superintendent shall receive two-thirds (2/3) of his regular compensation; and, for the third month of disability following exhaustion of accumulated leave time, the Superintendent shall receive one-third (1/3) of his regular compensation. However, payments from the Board will cease on the day the Superintendent is eligible to receive payment under the provisions of the long-term disability policy referenced above and in Section 8c of this Contract. Should the Superintendent remain disabled following his third month after exhaustion of leave, the Board may, in its sole discretion, terminate all subsequent pay under this Contract for as long as such disability exists. If such disability as defined herein continues for more than six continuous months, the Board, in its sole discretion, may terminate this Contract immediately. In such event, the respective duties, rights, and obligations of each party shall terminate except for the benefits detailed within this section. In the event of a work-related disability, payments made under this provision will be offset by temporary and permanent disability benefits paid under the Tennessee Workers' Compensation Act.

17. SEVERABILITY: If any provision or item of this Agreement or the application thereof is held invalid or found to be in violation of state or federal constitutional or statutory law, such invalidity shall not affect other provisions, items, or applications of this Agreement that can be given effect without the invalid provision, items, or applications, and to this end, the provisions of this Agreement are hereby declared severable.

18. ENFORCEMENT OF AGREEMENT: In the event it should become necessary for

either party to enforce the terms and conditions of this Agreement, the costs of such enforcement proceedings, including reasonable attorney fees, shall be paid to the prevailing party by the losing party.

19. MODIFICATION/EXTENSION OF AGREEMENT: By specific action of the Board, the terms and length of this Agreement may be modified with the consent of the Superintendent. However, unless the Board acts on or before six (6) months before the expiration date of the Contract to extend or renew the contract, such failure to act shall serve as notice to the Superintendent that the Board does not intend to extend or renew the contract. No extension of this Contract shall occur absent the notice required pursuant to Tenn. Code Ann. § 49-2-203(14)(C).

20. ENTIRE AGREEMENT AND EXECUTION AND DELIVERY BY FACSIMILE TRANSMISSION: This Agreement embodies the entire understanding and agreement of the undersigned parties, whether oral or written. This Agreement may be executed by the Board and delivered to the Superintendent by e-mail or facsimile transmission. This Agreement shall be deemed effective and executed by both parties upon the receipt by the Board of a copy of the facsimile transmission of the Agreement executed by the Superintendent.

21. GOVERNING LAW: The laws of the State of Tennessee shall govern the interpretation and actions arising from this Contract.

Marlon King

Jackson-Madison County Board of
Education

By: _____
James "Pete" Johnson
Board Chairman

CONTRACT OF EMPLOYMENT

Between
Marlon King
and
Jackson-Madison County Board of Education

WHEREAS, the Jackson-Madison County Board of Education (hereinafter “Board”) desires to provide Marlon King (hereinafter “Superintendent”) with a written Contract of Employment (hereinafter “Contract”) in order to enhance the administrative stability and continuity within the school system, and,

WHEREAS, the Board and the Superintendent initially entered into a Contract of Employment of the ___ day of May, 2020, by and between the Jackson-Madison County Board of Education and Superintendent in accordance with the action of the Board on May 7, 2020, and found in the minutes of the meeting thereof with the Contract commencing July 1, 2020 and ending June 30, 2024; and

WHEREAS, the Board and the Superintendent agree to the written Renewal Contract of Employment as necessary to describe specifically the relationship between the parties and to allow effective communication between the parties as they fulfill their governing and administrative functions in the operation of the educational program of the school system.

THEREFORE, this Renewal Contract of Employment is entered into this ___ day of August, 2021, by and between the Jackson-Madison County Board of Education and Superintendent. The Board and the Superintendent, for the consideration herein specified, agree as follows:

- 1. TERM OF AGREEMENT:** In accordance with the action of the Board on April 9, 2020 August 12, 2021, and found in the minutes thereof, the Board hereby appointed renews the Contract with Dr. Marlon King as Superintendent and extends the term to the 30th day of June, 2025. And, in accordance with the action of the Board on May 7, 2020, and found in the minutes thereof, the Board approved this Contract of Employment commencing July 1, 2020 and ending June 30, 2024.
- 2. ACCEPTANCE:** The Superintendent hereby accepts employment as Superintendent and the Board and Superintendent mutually agree that during the term of this Agreement the Superintendent shall be and will perform the duties of Superintendent in and for the public schools of Jackson-Madison County, Tennessee, as prescribed by the laws of the State of Tennessee and by the rules and regulations of the State Board of Education and of the Board and those duties described in the job description adopted by the Board as the same may be amended from time to time.
- 3. PROFESSIONAL CERTIFICATION:** The Superintendent shall maintain any certification required by law of the State of Tennessee.
- 4. DUTIES:** The superintendent shall faithfully perform the duties of the Superintendent and serve as Chief Executive Officer to the Board and the administrative head of the School

District. The Superintendent shall have the authority to organize and arrange the administrative and supervisory staff and shall have the authority to organize and arrange the instructional and business affairs of the School District in a manner which, in his judgment, best serves the needs of the School District, subject to the laws of the State of Tennessee and of the rules and regulations of the State Board of Education and of the Board. The responsibilities for the selection, placement and transfer of personnel shall be vested in the Superintendent to the extent permitted by state law and Board policy. The Superintendent shall perform the duties specified in Tennessee Code Annotated, including but not limited to Tenn. Code Ann. § 49-2-301, as well as those listed in the job description for Superintendent and listed in Policy 5.802 as adopted by the Board or as may be amended from time to time during the term of this Agreement. Such job description and board policy, as so amended, is hereby incorporated in this Agreement by reference as if fully stated herein. A copy of the current job description is attached as Exhibit A to this Contract, and a copy of the current Board Policy 5.802 is attached as Exhibit B to this Contract. The Superintendent shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Superintendent to work during times other than normal business hours.

5. PERFORMANCE: By June 1 of each year, the Superintendent and Board shall develop a mutually agreed upon set of performance goals for the Superintendent. In addition to the mutually agreed upon performance goals, the Superintendent shall annually establish meaningful, measurable goals and objectives for the District and shall provide a written report regarding his recommendations to the Board on or before the first Board meeting in March of each year during the term of this Contract. All discretionary goals and objectives will be subject to the approval of the Board, and should be approved by the Board by no later than July 1 June 1 each year of the contract.

6. COMPENSATION: For the period of time from July 1, 2021, to June 30, 2025, the Board agrees to pay the Superintendent an annual base salary of One Hundred Eighty-Five Thousand and 00/100 Dollars (\$185,000.00). The annual compensation shall be paid in equal installments in accordance with Board policy. During the term of this Contract, the Superintendent shall receive salary increases at least equivalent to increases given to teachers. In no event shall the salary of the Superintendent be reduced during the term of this Contract except as provided by law.

7. MEMBERSHIPS: The Board shall further pay all dues for the Superintendent to be a member of professional including but not limited to AASA and TOSS. The Board shall further reimburse the Superintendent for expenses in attending related functions and conferences. The Board desires and expects the Superintendent to be actively engaged in the community and shall pay his membership and related fees to participate in civic, business and service organizations, up to three (3) such organizations including but not limited to the local Chamber of Commerce.

8. FRINGE BENEFITS: During the term of the Contract, the Superintendent shall be entitled to receive all fringe benefits that full-time certified employees receive. In addition,

the Superintendent shall receive the following fringe benefits.

- a. Health Insurance. The Board shall provide the Superintendent and his eligible dependents health insurance benefits, including medical, and dental insurance coverage under the District's group health insurance program. The Board shall pay 100% of the cost of the premiums for the Superintendent's individual and family coverage for health and dental insurance under the District's group health insurance program. the same portion of the premium for said insurance as the Board pays for certified employees. Such coverage shall begin on August 1, 2020. In addition, the Board agrees to reimburse the Superintendent the difference between his COBRA amount and his usual health insurance premium contribution for the month worked prior to August 1, 2020 if necessary. Should the Superintendent elect no coverage under the District's health insurance plan, no other benefit or salary shall be paid in lieu thereof.
- b. Retirement Benefits. The Superintendent shall be entitled to any retirement benefits for which he qualifies under state law. The Board pays the Superintendent's retirement contributions provided to certified employees.
- c. Long Term Disability Insurance. The Board shall provide the Superintendent with an own occupation long-term disability insurance policy with a waiting period of six (6) months and five (5) year duration period and in an amount equal to sixty percent (60%) of his annual salary provided that he can obtain such coverage.
- d. Life Insurance. The Board shall provide the Superintendent a term life insurance policy on his life while employed by the School System in an amount equal to his annual base salary payable to the Superintendent's beneficiaries.
- e. Technology. The Board shall provide the Superintendent with the technology necessary for the Superintendent to carry out his duties pursuant to this Contract, including a smartphone and related service, laptop computer, iPad, and printer/fax/scanner at his home which equipment shall remain the property of the Board.
- f. Automobile. The Board shall provide the Superintendent an automobile and all expenses involved in the use of said automobile for the Superintendent to carry out his official duties. The Superintendent may use such automobile for personal purposes not interfering with school purposes. The Superintendent agrees and understands that there may be federal and/or tax implications for the personal use of the vehicle and that he agrees to prepare any documents required by tax law and he further agrees that he will pay any tax liability arising from his personal use of the automobile. The Superintendent shall receive an automobile allowance of Seven Hundred and 00/100 Dollars (\$700.00) per month for use of his personal vehicle. In addition to this monthly automobile allowance, he will be reimbursed mileage expenses for business-related travel outside of Madison County required to carry out his official duties for which he will be reimbursed at a rate of twenty cents (\$0.20) per mile.

- g. Leave. With the exception that the Superintendent shall immediately receive five (5) bonus vacation days annually, the Superintendent shall be entitled to the sick leave, personal and professional leave, and vacation and holiday leave benefits as provided for the certified personnel of the Jackson-Madison County School System in accordance with the Board's adopted policy and procedures or as may be amended, which are incorporated herein by reference. **The Superintendent's vacation days do not carry over year to year; however, any unused vacation days as of June 30 of each year will be paid for by the Board within thirty days.**
- h. Moving Expenses. There is an expectation that during the term of this Agreement that the Superintendent reside in Madison County. Because of this expectation, the Board shall reimburse Superintendent for customary expenses related to the move of the Superintendent and his household possessions from his current residence to Madison County, Tennessee. The Superintendent shall obtain three bids for relocation, and the Board will reimburse the Superintendent the amount of the lowest bid. In the event the lowest bid exceeds \$10,000.00, the Board will accept bids on the contract to move his household possessions in compliance with state law.
- i. Temporary Housing. The Board will pay expenses, including but not limited to his mileage, lodging and meals, for the Superintendent to visit Madison County for the purpose of securing a place to reside, to attend to other details of the move, and during the actual moving of his household possessions. If necessary, the Board will reimburse the Superintendent an amount not to exceed One Thousand Five Hundred Dollars (\$1,500.00) per month for up to two (2) months for temporary housing while the Superintendent secures access to permanent housing.

9. OPEN ENROLLMENT: The Board agrees that Superintendent's child may attend any middle school in the District and waives the requirement that his child submit an application or be selected for a particular placement by random lottery as required by Board Policy 6.206. The Superintendent is responsible for transportation to any school his child attends that is not his zoned school.

10. PROFESSIONAL LIABILITY: The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent, to the fullest extent allowed by law, from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his official capacity as agent and employee of the School System, provided the demands, claims, suits, actions, or legal proceedings arose while the Superintendent was acting within the scope of his employment or under the direction of the Board unless the claims, suits, actions, or legal proceedings arise out of alleged criminal conduct by the Superintendent. Except that, in no case, will individual board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

11. EXPENSES: The Board shall reimburse the Superintendent for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this Contract subject to such limitations as provided by law and by Board

policy.

12. BOARD/SUPERINTENDENT COMMUNICATIONS. Board members, individually and collectively, shall promptly refer to the Superintendent all criticisms, complaints and suggestions called to their attention relative to the Superintendent or the School System for the study, recommendation, and appropriate action of the Superintendent prior to such issue being brought to the attention of the full Board. In addition, individual Board members will not direct the Superintendent regarding the management of the School System unless acting on behalf of the Board. Not later than July 31, 2020 and periodically thereafter of each year, the Board and Superintendent shall meet to discuss and develop or review procedures for communication between the Board and the Superintendent.

13. LOYALTY: The Superintendent shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and the Jackson-Madison County School System. The Superintendent may, however, undertake consulting work, speaking engagements, writing, lecturing or other activities, with or without honorarium, that do not interfere with the discharge of the duties and responsibilities of the Superintendent hereunder. The determination of the Board as to whether such other work interferes with the discharge of the duties and responsibilities of the Superintendent hereunder shall be conclusive, and the Board shall notify the Superintendent in writing if the Board makes this determination.

14. FORFEITURE OF TENURE RIGHTS. The Superintendent hereby forfeits any rights to tenure in the Jackson-Madison County School System and agrees that upon the termination of his duties as Superintendent his employment in the school system will terminate.

15. MEDICAL EXAMINATION: The Superintendent agrees to undergo a comprehensive medical examination by a licensed medical doctor selected by the Superintendent prior to commencing employment unless he has undergone a similar examination during the past ten (10) months. He agrees to furnish to the Board a statement from the physician certifying his physical competency to fulfill the essential functions of the job of Superintendent no later than July 1, 2020. The Board agrees that the certification by the physician shall be treated as confidential data by the Board to the extent required by law. The Board is obligated to pay for the cost of the medical examination.

16. CRIMINAL BACKGROUND CHECK: In accordance with Tenn. Code Ann. § 49-5-406, the Superintendent agrees to complete an employment application providing the information requested in TCA § 49-5-403 and agrees to the release of all investigative records to the Board for the purpose of verifying the accuracy of the information provided by the Superintendent. Further, in accordance with Tenn. Code Ann. § 49-5-413, the Superintendent agrees to supply a fingerprint sample and submit to a criminal history record check to be conducted by the Tennessee Bureau of Investigation. The costs incurred for this investigation shall be paid by the Board.

17. EVALUATION: The Board shall evaluate and assess in writing the performance of the

Superintendent on or before July 1 of each calendar year during the term of this Contract and any renewal thereof. Prior to the Board conducting its evaluation, the Superintendent shall provide the Board with a written self-evaluation. For the initial year, an additional evaluation will be done at three (3) months and at six (6) months to allow for frequent feedback during the onboarding period.

In conducting its evaluation, the Board shall use the evaluation instrument and process agreed to by the Board and Superintendent. This annual evaluation instrument and process shall be agreed to by the Board and Superintendent at or before the regular meeting of the Board in September of each year. The annual written evaluation of the Superintendent's performance will be based upon the Superintendent's self-evaluation, the mutually agreed upon performance goals pursuant to Section 5 of this Contract, the Superintendent's job description as set forth herein and in Board Policy, the execution of the powers and duties of the Superintendent as described by state law, and the Superintendent's performance of the expectations as outlined in this Contract.

Should any rating below satisfactory or acceptable level of performance be entered on the Superintendent's evaluation form by the Board, notice must be given, in writing, to the Superintendent specifically detailing the nature of the deficiency to be addressed. Notice of deficiency must include specific expectations relative to remediation of the deficiency to provide the Superintendent sufficient information to address the Board's concern and to improve his rating in that area. Within thirty (30) days of the completion of the annual evaluation and workshop discussion in which the Board has identified any deficiencies, the Superintendent shall submit to the Board an Annual Improvement Plan which shall include a professional growth plan.

17. TERMINATION: This Contract may be terminated by one of the reasons specified below.

- a. This Contract may be terminated by mutual agreement of the parties.
- b. This Contract may be terminated by the retirement or the death of the Superintendent.
- c. This Contract may be terminated by disability pursuant to Section 19 of this Contract.
- d. This Contract may be terminated by the Board for cause in accordance with the laws of the State of Tennessee, including but not limited to Tenn. Code Ann. §§ 49-2-203(a)(14)(A), 49-5-511(a)(2), and 49-5-501(3) through (8). In the event of termination by the Board for cause, notice of termination shall be given to the Superintendent in writing. If the Superintendent is terminated for cause, the Superintendent shall be entitled to a hearing before the Board provided that the Superintendent requests a hearing in writing within ten (10) days of receipt of notice of termination. The hearing shall be held within thirty (30) days of the Board's receipt of the Superintendent's written request for a hearing. Within ten (10) days of the hearing, the Board shall provide its written decision to the Superintendent.

- e. This Contract shall terminate if the State Board of Education removes the Superintendent from office in accordance with the laws of the State of Tennessee including but not limited to Tenn. Code Ann. § 49-1-602.

- f. The Contract may be terminated by the Superintendent for any reason during the term of the Contract provided the Superintendent give written notice to the Board of such intent at least sixty (60) days prior to the effective date of such voluntary termination. In the event of such termination, the Superintendent shall have no right or entitlement to any severance pay. The Superintendent shall be entitled to the salary, benefits, and expenses unpaid through the effective date of the voluntary termination. In the event the Superintendent voluntarily terminates the Contract and provides the written notice required herein, the Board may elect to remove the Superintendent from his position with 30 days' notice in which case the Board must pay the Superintendent his salary, benefits and expenses unpaid through the effective date of the Superintendent's voluntary termination.

- g. The Board may, at any time, terminate this contract without cause by giving the Superintendent written notice of at least sixty (60) days prior to the effective date of termination. Upon such termination, the Superintendent shall be entitled to the present value of any remaining salary and benefits that remain unpaid under the contract.

18. DISABILITY: "Disability" is defined as an inability to perform the essential functions of the job with or without reasonable accommodation as set forth in the Americans with Disability Act. Should the Superintendent become "disabled" as defined herein, and the period of disability extends beyond when all applicable leave benefits have been exhausted, during the period before the long term disability benefits begin as defined in Section 9 herein, the Board may, at its sole discretion, make the following deductions from the compensation stipulated above. For the first month following exhausted leave time, the Superintendent shall receive his entire monthly compensation; for the second month following exhaustion of such leave, the Superintendent shall receive two-thirds (2/3) of his regular compensation; and, for the third month of disability following exhaustion of accumulated leave time, the Superintendent shall receive one-third (1/3) of his regular compensation. However, payments from the Board will cease on the day the Superintendent is eligible to receive payment under the provisions of the long-term disability policy referenced above and in Section 8c of this Contract. Should the Superintendent remain disabled following his third month after exhaustion of leave, the Board may, in its sole discretion, terminate all subsequent pay under this Contract for as long as such disability exists. If such disability as defined herein continues for more than six continuous months, the Board, in its sole discretion, may terminate this Contract immediately. In such event, the respective duties, rights, and obligations of each party shall terminate except for the benefits detailed within this section. In the event of a work-related disability, payments made under this provision will be offset by temporary and permanent disability benefits paid under the Tennessee Workers' Compensation Act.

19. SEVERABILITY: If any provision or item of this Agreement or the application thereof is held invalid or found to be in violation of state or federal constitutional or statutory law, such invalidity shall not affect other provisions, items, or applications of this Agreement that can be given effect without the invalid provision, items, or applications, and to this end, the provisions of this Agreement are hereby declared severable.

20. ENFORCEMENT OF AGREEMENT: In the event it should become necessary for either party to enforce the terms and conditions of this Agreement, the costs of such enforcement proceedings, including reasonable attorney fees, shall be paid to the prevailing party by the losing party.

21. MODIFICATION/EXTENSION OF AGREEMENT: By specific action of the Board, the terms and length of this Agreement may be modified with the consent of the Superintendent. However, unless the Board acts on or before six (6) months before the expiration date of the Contract to extend or renew the contract, such failure to act shall serve as notice to the Superintendent that the Board does not intend to extend or renew the contract. No extension of this Contract shall occur absent the notice required pursuant to Tenn. Code Ann. § 49-2-203(14)(C).

22. ENTIRE AGREEMENT AND EXECUTION AND DELIVERY BY FACSIMILE TRANSMISSION: This Agreement embodies the entire understanding and agreement of the undersigned parties, whether oral or written. This Agreement may be executed by the Board and delivered to the Superintendent by e-mail or facsimile transmission. This Agreement shall be deemed effective and executed by both parties upon the receipt by the Board of a copy of the facsimile transmission of the Agreement executed by the Superintendent.

23. GOVERNING LAW: The laws of the State of Tennessee shall govern the interpretation and actions arising from this Contract.

Marlon King

Jackson-Madison County Board of
Education

By: _____
James "Pete" Johnson
Board Chairman

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 2021-2022 school year.

Elementary Schools

High Schools

Middle Schools

1. Rose Hill PTA

JCM School School Construction Status Report

Date 08/05/2021

July 2021 Report

**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 have 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.

10/20 Update – Select demolition continues. Plumbing, Electrical and HVAC work is ongoing. The roofing is about 95% complete. Interior framing is ongoing. The Field house concrete on ongoing. Steel for the front addition is complete and erection will begin the week of 11/9. Store front glass installation has begun.

11/30 Update – Select demolition continues. Plumbing, Electrical and HVAC work in ongoing. The steel framing for the north addition is nearing completion. Interior framing and drywall are ongoing. The storefront glass is work progressing and you can now see a few classrooms with new windows from Royal Street. Gas and Electrical meters have been installed for the Lane College building. The Field House steel erection is set to start on 12/8.

12/31 Update – Select demolition continues. Plumbing, Electrical and HVAC work is ongoing. The steel framing for the north addition is 98% complete, with the last 2% waiting on some rebuilt steel members. The store front glass work is ongoing. Ceramic Tile work has started. The Field House steel erection has begun after a delay due to Covid-19.

01/31 Update – Select demolition continues including windows and new openings in the masonry walls. Mechanical, plumbing, and electrical work continues. Fire sprinkler work continues. The new store front is being installed. Metal stud framing and drywall work continues. Ceramic tile is being laid in the restrooms. Acoustical ceiling grid installation has begun in wing B.

4/2 Update – Store front window installation is nearing completion. Mechanical, plumbing, and electrical work continues, as does fire sprinkler work. Metal studs and drywall continues and nears completion in wings B, D and E. Painting is near completion in wings B, D, and E. Ceramic tile work continues. Acoustical ceiling grid work continues and is near completion on wings B, D and E. Exterior site demolition is working its way around the building starting at the old Ag building. The underground main storm drain has been installed.

5/7 Update – Store front window installation continues. Mechanical, plumbing, and electrical work continues, as does fire sprinkler work. Metal studs and drywall work continues and nears completion. Painting is 95% complete in wings B, D, E, and C. Ceramic tile work continues and nears completion. Acoustical tile work continues and nears completion in areas B, C, D, E, F, and G. Gravel is down on the new parking lot. Exterior electrical underground circuits are being run. JEA is running new water line on Railroad Street after which we will begin the curb and gutter/paving. Mechanical, electrical, and plumbing continue in the Field House as does metal stud framing and masonry work.

6/4 Update – Store front windows are complete less the entrance doors. They are waiting on hardware from Townsend Door & Hardware which is due to ship on the 10th. Mechanical, Plumbing and Electrical continues. The need for Electrical work has increased due to more exterior activity and the low voltage work released by the JMCSS. Our electrical contractor is currently working on additional staffing. Metal framing is complete, and drywall is finishing up. Painting is finishing up behind the final drywall work and behind the electricians in

the existing gym. Finish flooring is going down in the B wing and will proceed thru the D & E wing. Epoxy flooring has begun. Currently we are working thru a national flake shortage and are working with LRK for an alternate material. Acoustical grid systems are 99% complete and the tile will be installed as soon as sprinkler heads are installed in the tile, and it is inspected. The sprinkler water service line is being installed to serve the Field House and this work will continue as weather permits. There was a ductile pipe shortage, however we were able to locate this pipe and sent a truck to pick it up. We are working 6-7 days a week.

7/9 Update – Interior finishes including epoxy flooring, LVT and carpet continue to be installed. Ceiling tile and final painting continues. Restroom partitions and accessories are being installed. Doors have finally arrived (original delivery date was to be in April) and are being installed. Exterior storefront doors are being installed after the arrival of the hardware for them which was originally to be delivered in April. We upgraded to Quartz flooring due to the vinyl flooring not currently being available in an acceptable color and based on a promised ship date for the quartz. The quartz was 2 weeks late. This caused the plumbers to be late, which caused the restroom partition installation to be delayed. This work is still ongoing. Still having a shortage of electricians. It was better for a few days; however, they are currently behind. The metal cladding for the front addition has been delayed. Concrete, landscaping, and curb and gutter is progressing on the exterior. Prep for paving has begun and given good weather paving will start Monday 7/12.

8/5 update – Interior finishes including epoxy flooring, LVT, carpet and base are nearing completion as are ceiling tile and painting. Restroom partition and accessories are installed. Door installation is nearly complete. Paving for the north half of the site is complete and the southern half is scheduled for on or about Monday. Landscaping is progressing from north to south. The mechanical and gas inspections have been done and have passed subject to the fire alarm test. Final plumbing inspections are scheduled for Friday. According to Delta the final electrical inspection will be next week. Building and Fire final will be done after the electrical is complete.

Developer Update – July 2021

Healthy Community, LLC – Chris Alexander, Representative

July 30th, 2021

Hal Crocker with Healthy Community continues to provide Dr. King and Dr. Chandler regular updates on the construction schedule for JCM and Madison Academic.

Chris Alexander and Hal Crocker with Healthy Community and Chris Rice with Crocker Construction presented an update on JCM and Madison Academic school construction to the JMCSS School Board at their work session on July 12th.

Hal Crocker with Healthy Community met with the Education Vision Committee on July 13th.

Chris Alexander and Hal Crocker with Healthy Community presented an update on the JCM and Madison Academic school construction to the Jackson Community Redevelopment Agency at their board meeting on July 14th.

Tennessee Housing & Development Agency hosted a formal grant award ceremony for the Affordable Housing Grant on Wednesday, July 14th.

Representatives from the various community partners were on hand to the ceremony: Mayor Conger with the City of Jackson, Southwest Community Development Corporation, Healthy Community LLC, Jackson Community Redevelopment Agency, and Jackson Energy Authority. The \$1,000,000 grant will fund the construction of a minimum of six new, affordable homes in the neighborhoods near JCM and Madison. Construction of the first two homes to

be located at 175 & 186 Dupree Street are scheduled to break ground this Fall.

Crocker Construction provided lunch for the JCM parents Open House on July 29th at Oman Arena.

Developer Supplemental Update for July 2021

Hal Crocker, Healthy Community, LLC

The Developer representative, Hal Crocker, and JMCSS representatives led by Dr. King have begun weekly update and coordination meetings to discuss scheduling, issues of priority, and coordination with school system on furniture and fixture installation. The impact on the construction schedule arising from the COVID-19 pandemic continues and is having an effect on deliveries and manpower, with the implication for future delays if these market disruptions continue. The Developer pointed out during these discussions that while the construction progress on both projects is proceeding, there are challenges and going forward there are certain additional potential obstacles for which we should be prepared.

- 1) Deliveries of supplies and building components and manpower:
 - a. Both projects have experienced significant delays in delivery of materials throughout the course of the project. To date we have been able to overcome these delays by adding additional manpower, working some overtime, and rearranging the schedule to accommodate progress by other trades.
 - b. The elevator for JCM is installed, however a part is backordered that is required to put it into service and for final inspection.
 - c. The elevator for Madison has been installed approximately one month late. Awaiting fire alarm completion and final inspection to put into service.
 - d. We received delivery schedules school furniture. We will be able to accommodate delivery and installation but cannot provide elevator access at this time.
 - e. As delays in deliveries of building materials continue to add stress to the project schedules, we have asked several of our subcontractors to add manpower and or work additional overtime hours in order to overcome the impact of these delays During this month several of our subcontractors have experienced manpower shortages. **Many are experiencing absenteeism due to employee's contraction of the COVID 19 virus or required quarantining due to exposure.** All crews are working overtime but are reaching their limits.
 - f. **Several significant delivery and manpower delays occurred in our critical path during June and July. The most impactful noted below:**
 - i. **The epoxy floors materials arrived an additional two weeks late (after an earlier delay of approximately one month). This in turn delayed the installation of plumbing and the installation of toilet partitions**

- ii. **The electrical contractor continues to have issues with manpower. Electrical crews from Madison have been shifted to JCM to augment the installation of low voltage wiring and installation of kitchen equipment (provided by the school system).**
 - iii. **The Architectural metal panel shipment has arrived. The delivery was received 7/29. It will delay completion by approximately 4 weeks. Work in progress.**
 - iv. **Elevator contractor is experiencing delays in programing software and delivery of some essential components causing delays of final inspections.**
 - v. **Landscaping and final grading are in progress at JCM. Paving is in progress.**
- 2) Coordination with School System and building occupancy.
- a. School leadership has pointed out that the contract stipulated dates for substantial completion does not provide adequate time for the installation of all District provided furniture fixtures and equipment. It also does not allow for any needed transition or preparation time that may be needed by administration and staff.
 - b. The developer and contractor are fully committed to work with school district leadership and staff to mitigate these transition issues as much as possible, to the point of allowing full access whenever feasible for school employees and contractors. Low voltage data installation by school system contractors has begun and is in progress.
- 3) Oversight by State Fire Marshal's office and other state and local authority.
- a. The construction and the construction team are open to allow access to the building for delivery and setup of furniture and building supplies at the earliest possible dates to completed portions of the buildings. All activity that could be construed as occupancy is subject to the approval of the state Fire Marshal and local authorities. They will also be required to approve certain activities by the building tenant until full occupancy has been fully granted.
 - b. **The Fire Marshall's representative will allow the installation of furniture and fixtures after meeting certain requirements. The construction team met these requirements and informed school leadership on 7/26 school system that they could begin the delivery and installation process.**

The Developer and the Construction Team remain fully committed to delivering Jackson Central Merry to the District for full occupancy of in August, however, due to the most recent delays noted under item #1) delivering the project by mid-month appears to be the best case with the possibility of delay to early September. The challenges created by the current market conditions particularly as it impacts the construction industry at this time have essentially overwhelmed our efforts to overcome the most recent setbacks. We continue to prioritize JCM and to work the District transition team in making alternative plans to mitigate their work in preparing the new premises for students and staff. We will look for school leadership help direct that prioritization.

Progress continues on Madison and the JCM fieldhouse. We look forward to your review and comments.

Hal Crocker
Heathy Community, LLC

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.

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.

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 be 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.

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.

Jackson Merry 10-26-20

The roofers appear to be approximately 95% complete +- including metal work. The sub meeting this month went well with no real issues other than ceiling heights which are worked out as they arise or when conflicts become evident. A lot of the HVAC equipment has been set and duct work is being installed throughout. Electrical and Plumbing mains/branch lines are going in and the subs are working around the height restrictions very well. The field house appears to be moving along. Windows are being removed and replaced; CMU being infilled along with framing as required by the new design continue to be moving well. Overall, the project is running smoothly, and IMO is consistent with the schedule projected originally. The site is maintained and well organized.

Jackson Merry 12-1-20

The roofers appear to be wrapping up except some equipment curbs and misc. items. The sub meeting this month went well with no real issues other than ceiling heights which are worked

out as they arise or when conflicts become evident. Mechanical equipment both interior and exterior is being installed, duct work is on site and being laid out as the mechanical closets get finished. Electrical and Plumbing mains/branch lines are going in and the subs are working around the height restrictions very well. The field house appears to be moving along. Exterior openings continue to be addressed rather closing existing or reframing, etc.. The new aluminum windows system looks good with the glass in it. Interior framing and door jamb set is in progress, finishing mechanical closets to set AHU's. The exterior framing at the main entrance is massive but is moving along well and will make a substantial impact on the corner Overall the project is running smoothly, and IMO is consistent with the schedule projected originally. The site is maintained and well organized, no material or equipment delivery issues to my knowledge.

Jackson Merry 1-6-20

The roofers are almost complete minus punch and some metal work. The sub meeting this month went well with no real issues other than ceiling heights, tile corrections which are worked out as they arise or when conflicts. The tile layers have started and working a good pace. Mechanical equipment both interior and exterior (almost complete) is being installed, duct work is on site, installed and being laid out as the mechanical closets get finished, numerous air handlers have been installed and mechanical closets drywall installed on exterior of the closet. Electrical. Sprinkler piping, and Plumbing mains/branch lines are going in and the subs are working around the height restrictions very well. The field house has vertical steel going up and has shown some real progress in the last week, hoping to have better than normal weather this time of year to allow the pace to increase.. Exterior openings continue to be addressed rather closing existing or reframing, etc.. The new aluminum window system looks great, and installation is moving at a good pace. Interior framing and door jamb set continues as does finishing mechanical closets to set AHU's ahead of the mechanical contractor as noted above. The exterior framing at the main entrance looks complete minus cladding/decking IMO and will make a substantial impact. Overall, the project is running smoothly, and IMO is consistent with the schedule projected originally while making up ground on the field house. The site is maintained and well organized, no material or equipment delivery issues to my knowledge. We continue to have regular sub-contractor meetings monthly along with OAC.

Jackson Central Merry 2-8-21

The roofers are almost complete minus punch and some metal work. The sub meetings are going well and will increase in participation as the project moves forward and end date gets closer. The tile layers have started and working a good pace. Mechanical, Electrical, Sprinkler piping, and Plumbing mains/branch continue to be installed and the subs are working around the height restrictions very well. The field house is going vertical as noted last month and

increases in pace as noted last visit. Exterior openings continue to be addressed rather closing existing or reframing, etc.. The new aluminum window system looks great, and installation is moving at a good pace. Bathroom tile continues to be installed, looking great as does ceilings, drywall, available door frames, etc. As noted last month priming and painting has begun. The exterior framing at the main entrance looks complete minus cladding/decking IMO and will make a substantial impact. Overall, the project is running smoothly, and IMO is consistent with the schedule projected originally while making up ground on the field house. The site is maintained and well organized, no material or equipment delivery issues to my knowledge other than door frames/hardware but is being working out. We continue to have regular sub-contractor meetings monthly along with OAC.

Jackson Merry 3-5-21

Mockup rooms with paint/ceilings/make up air/store front and window glass have been completed and look great for approval and discussion. Paint/fixtures in the hallways that have been partially completed also look great. The roofers are almost complete minus punch and some metal work. The sub-contractor meetings have increased in participation as the project moves forward and end date gets closer. Bathroom tile continues to go at descent pace looking better and better. Mechanical, Electrical. Sprinkler piping, and Plumbing mains/branch continue to be installed and the subs are working around the height restrictions very well. The field house is going well, still a bit behind due to COVID but is taking shape. Exterior openings continue to be addressed rather closing existing or reframing, etc.. Prime/Paint continues where warranted and is moving at a good pace. The exterior framing at the main entrance is currently receiving exterior wrap and looks drastically larger in scale than it did when it was just the steel framing. Overall, the project is running smoothly, and IMO is consistent with the schedule projected originally while making up ground on the field house. The site is maintained and well organized, no material or equipment delivery issues to my knowledge other than door frames/hardware but is being working out. We continue to have regular sub-contractor meetings monthly along with OAC.

Jackson Central Merry 4-1-21

The roof, guttering and metal is 99.9% complete. HVAC duct and insulation continues as does electrical and plumbing. Painting and drywall continue with final paint coatings being applied in numerous areas as well as suspended ceilings, allowing the other trades such as sprinkler piping, lighting, and devices to be able to trim out. Exterior windows are almost complete and look fantastic. The field house is moving along but still behind due to COVID that affected the original crew, then the second crew. Looking for ways to increase speed. The main building schedule to finish is getting real tight given delays in deliveries, COVID related shutdowns, shipping and weather interruptions and lack of materials globally such as windows, door frames, basically most construction related materials experiencing shortages. We anticipate our schedule to finish minus the field house will go down to the wire. We are currently anticipating getting site inspections set up for a courtesy inspection from the state inspectors in order to be

able to identify anything the state inspectors may request outside the parameters of the plans. We continue to have regular sub-contractor meetings and AOC meetings weekly/monthly. The old storage buildings were torn down and debris being removed during yesterday's inspection.

Jackson Merry 5-6-21

The field house is moving along but still behind due to COVID but appears to be making great strides although still somewhat behind and looking for ways to increase speed. The roof, guttering, edge metal and downspouts are complete minus punch and any last-minute penetrations required by other trades. HVAC duct and insulation continues as does electrical and plumbing. Painting and drywall continue with final paint coatings being applied in numerous areas as well as suspended ceilings, allowing the other trades such as sprinkler piping, lighting, and devices to be able to trim out. Exterior windows are 99% complete except for the drop off area at the corner of the bldg. The main building schedule to finish is still real tight given delays in deliveries, COVID related shutdowns, shipping, and weather interruptions with lack of materials globally such as windows, door frames, basically most construction related materials experiencing shortages. We anticipate our schedule to finish minus the field house will go down to the wire and we have met with the state fire marshal this week to discuss what needs to happen to let the school system start moving furniture in for a temporary occupancy. We will need final electrical inspection, fire sprinkler and fire alarm. We think that is doable and will continue to stay in touch with the inspector. We are trying to anticipate end of project needs to schedule efficiently but previous delays due COVID related affects as previously mentioned seem to still be valid obstacles. We continue to have regular sub-contractor meetings and AOC meetings weekly/monthly. The old storage buildings were torn down and debris removed, the grading was complete and sub-strata put down for the new parking lot, which is good, so the increased sub-contractor count has adequate parking.

Jackson Merry 6-2-21

The field house is moving along but still behind due to COVID and market restrictions such as labor shortage, material costs and availability. HVAC and plumbing are steady, electrical is lagging due to lack of available manpower. Discussion at today's OAC meeting today had the school system and GC joint venture requesting the electrical contractor increase their staff if possible. Painting continues as well as drywall in specific areas. Suspended ceilings continue in areas where electrical has been completed overhead, allowing the other trades such as sprinkler piping, lighting, and devices to be able to trim out. Exterior windows are 99% complete including the drop off area at the corner of the bldg. The main building schedule to finish is still real tight given delays in deliveries, COVID related shutdowns, shipping, and weather interruptions with lack of materials globally. Door and floor material delivery is inhibiting this project the most at this point. We anticipate our schedule to finish minus the field house will go down to the wire and we meet with the state fire marshal as needed to discuss what needs to happen to let the school system start moving furniture in for a temporary

occupancy. We will need final electrical inspection, fire sprinkler and fire alarm. We think that is doable and will continue to stay in touch with the inspector. Strategic planning is part of regular sub-contractor and OAC meetings weekly/monthly. A letter of force majeure was received by Crocker Construction from the flooring installer due to a resin shortage that includes the “fleck” in the epoxy flooring. The architect was advised and is in the process of picking something that might be available that meets the design intent.

Jackson Central Merry 7-7-21

Field house is progressing even with market restrictions such as labor shortage, material costs and availability. Classrooms are progressing with finishes such as paint, carpet, ceiling, tiles millwork, etc. Fixtures almost completely installed except kitchen and lab inside and epoxy flooring is being completed in bathrooms. The drop off area on the corner looks fantastic and is almost complete minus exterior cladding, interior paint, and flooring. The scheduling of each remains tight due to issues with COVID, labor and material shortages. Furniture and school system provided millwork is being moved in/installed. Exteriors clean up and landscaping in progress. The project is shaping up well.

JCM High School 8/5/2021

Pete Evans contracted Covid and passed away yesterday. We anticipate another representative of the Henry Turley Company will present a report next month.

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.

10/30 Update – No lost time injuries to date. October was a difficult month regarding COVID. Our entire JCM crew except for one tested positive. All are back at work. We have one administrative assistant out with COVID symptoms. There have been two employee family members die from COVID this month. We are glad to have everyone (less one) back at work and healthy.

11/30 Update – No lost time accidents to date.

12/31 Update – No lost time accidents to date. The crew hired to erect the Field House Steel tested positive for the Covid-19. Due to Covid-19 and their overall workload the company hired to erect the Field House Steel decided to back out. We have secured another company to erect the steel and erection has begun.

1/31/2021 Update – No lost time accidents to date.

4/2/2021 Update – No lost time accidents to date.

5/7/2021 Update – No lost time accidents to date.

6/4/2021 Update – No lost time accidents to date.

7/9/2021 Update – No lost time accidents to date. One LVT flooring worker has teste positive for Covid. No word yet on his co-workers.

8/5/2021 Update – No lost time accidents to date. The sprinkler crew tested positive for Covid and have been unavailable for over a week. Pete Evans, construction representative for the Henry Turley Company contracted Covid and died yesterday.

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.

4/1 Update – The old Ag building has been removed and the pad for the new parking is being built.

5/7 Update – The gravel is down on the parking pad. Underground power and utilities are being run.

6/4 Update – Underground water service piping for the Field House is being installed and is about 75% complete waiting on whether to complete. As soon as this is complete curb and gutter will go down.

7/4 Update – Curb and gutter is going down. Landscaping is going in.

8.5 Update – Curb/gutter and paving is complete for the north half of the site. Curb and gutter are complete on the southern half of the site. Paving is to begin Monday on the southern half of the site. Landscaping is approximately 75 % complete and continues to progress north to south.

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.

11/20 Update – Select demolition continues, an example of which is the removal of the old windows in for the installation of the new windows.

01/31/2021 Update – Select demolition continues including the removal of the old windows and masonry/concrete demolition for new footings and windows/doors.

4/2 Update – Demolition continues in terms of cutting out openings in the existing walls for new doors/windows.

Concrete

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

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

10/30 Update – The slab for the front addition is complete and the Field House concrete work continues.

11/30 Update – Concrete work continues as needed.

12/31 Update – Concrete work continues as needed.

1/31/2021 Update – Concrete work continues as needed.

4/2 Update – Concrete is being poured on interior foundations and exterior site foundations.

5/7 Update – Exterior concrete work is ongoing.

6/4 Update – Exterior concrete work is ongoing.

7/4 Update – Exterior concrete is ongoing and near completion.

Masonry

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

9/17 Update – Masonry repairs continue.

10/30 Update – Masonry repairs continue.

11/30 Update – Masonry repairs continue.

1/31/2021 Update – Masonry work is near completion in the locker rooms in the main building. Masonry repairs continue.

2/29/2021 Update – Most masonry repairs are complete on main building. Masonry walls for field house are in progress.

5/7/2021 Update – Exterior masonry starts this week.

6/4/2021 Update – Exterior masonry is finishing up on the JCM Renovation.

7/9/2021 Update – Exterior masonry is finishing up today.

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.

10/30 Update – Steel for the front addition is complete and erection is to start the week of 11/9

11/30 Update – Steel erection for the front (north) addition is near completion.

12/31 Update – Interior steel modifications are being done.

1/31 Update – Interior steel modifications on the interior continue at new openings in the masonry walls.

2/29 Update – Erection of front entrance lobby addition in progress. Primary and secondary erection of field house complete.

4/2 Update – Steel modifications to interior openings continue.

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.

10/30 Update – Roofing work continues and is about 95% complete. They are working around other trades as penetrations are made in the roof for various items.

2/30 Update – Installation of roof panels for field house in progress.

4/2 Update – The roof on the front addition is complete except for the coping.

Doors & Windows

10/30 Update – Storefront glass installation has commenced.

11/20 Update – Storefront glass installation continues. You can now see some of the new store front glass from Royal Street.

12/31 Update – Storefront glass installation continues.

1/31 Update – Storefront glass installation continues. Interior metal frames are approximately 50% complete.

2/29 Update – Storefront glass installation progresses well. Windows complete in 80% of classrooms.

4/2 Update – Window installation continues and is near completion except for the front addition.

5/7 Update – Doors frames are finally complete. Interior doors have slipped in delivery from 4/9 to a 6/9 ship date. These are supplier issues. Any further slippage and it will affect our schedule.

6/9 Update – Still expecting doors to ship on 6/9.

7/9 Update – Exterior doors are being installed.

8/5 Update Interior doors which were scheduled to arrive on 4/9 but did not arrive until last month are 95% installed.

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.

10/30 Update – Metal stud framing continues.

11/30 Update – Metal stud framing and drywall continues.

12/31 Update – Metal stud framing and drywall continues.

1/31 Update – Metal stud framing and drywall continues. Painting has begun.

2/29 Update – Metal stud framing complete in main building. Is in progress in field house and additions. Dry wall in progress.

4/2 Update – Wing B, D and E are nearly complete in terms of painting. Metal ceiling grid is also near completion in these locations.

5/7 Update – Wings B, D, E, F, and G are nearing completion.

6/4 Update – Wings B, D, E, and F are getting finish flooring and the sprinkler heads are being installed into the ceiling system. The epoxy flooring contractor has begun his prep work.

7/9 Update – Ceiling tile is being completed as soon as electrical work above the ceiling is complete. Ceiling tile is about 80% installed. Flooring is nearing completion, areas still to go are a few hallways, the cafeteria and wing A (the addition) which is in process. Painting is finishing and touching up.

8/5 Update – Painting is touching up. Flooring and base are finishing up.

Millwork

10/30 Update – Millwork shop drawings have been submitted.

1/31 Update – Shop drawings have been approved. Rough in bracing is being installed.

4/2 Update – Millwork is being built and stored at the supplier’s warehouse until the site is ready for installation.

6/4 Update – Millwork is being installed.

7/9 Update – Millwork is trimming out.

Elevators

No work to date

5/7-Update – We are informed that the JCM Elevators had already arrived in Memphis and were not affected by the Atlanta tornado which struck the Schindler Warehouse Hub on May 3.

6/4 Update – Elevator equipment is on site and is being installed.

7/9 Update – Elevator work is nearing completion.

8/5 Update – Elevator work is continuing.

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.

10/30 Update – Plumbing work continues.

11/30 Update – Plumbing work continues.

12/31/Update – Plumbing work continues.

1/31 Update – Plumbing work continues.

2/29 Update – Plumbing rough-in is 80% complete. Some areas are complete allowing some classrooms to be completed.

5/7 Update – Plumbing trim out has begun.

6/4 Update – Plumbing trim out continues.

7/9 Update – Plumbing trim out continues behind the epoxy floors which were delayed.

8/5 Update – Plumbing is scheduled for final inspection tomorrow.

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.

10/20 Update – Installation of the sprinkler system has commenced.

11/30 Update – The installation of the fire sprinkler system continues.

12/31 Update – The installation of the fire sprinkler system continues.

1/31 Update – The installation of the fire sprinkler system continues.

2/29 Update – The installation of the sprinkler system continues. Some classrooms and corridors are complete, allowing ceiling installations and final paint of some classrooms and other areas.

4/2 Update – Sprinkler work continues.

5/7 Update – Sprinkler work continues.

6/4 Update – The sprinkler system is now live at JCM. Heads are still being installed into the ceiling grid system.

7/9 Update – Sprinkler trim out continues.

8/5 Update – Sprinkler crew is out with COVID. They are 99% complete.

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.

10/30 Update – HVAC work continues. The Lane building now has its own gas meter.

12/31 Update – HVAC work continues.

01/31 Update – HVAC work continues.

2/29 Update – HVAC work continues. Some classrooms and corridors complete, allowing ceiling installation and painting to begin.

4/2 Update – HVAC work continues.

5/7 Update – HVAC work continues.

6/4 Update – HVAC work continues. Most of the units in the JCM building are operating.

7/9 Update – HVAC trim out continues. A few units are still awaiting power.

8/5 Update – HVAC is complete and has passed final inspection subject to the fire alarm test.

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.

10/20 Update - Electrical work continues.

11/30 Update – Electrical work continues. The Lane building now has its own Electrical meter.

12/31 Update – Electrical work continues.

1/31 Update – Electrical work continues.

2/29 Update – Electrical work continues. Rough-in is complete in most of main building. Lighting and device installations in some classrooms and corridors.

4/2 Update – Electrical work continues.

5/7 Updates – Electrical work continues.

6/4 Updates – Electrical work continues. The electrical sub is working to provide additional electricians for continuing interior electrical work, low voltage work just released by the system and exterior site electrical work.

7/9 Updates – Electrical work continues. Still short the number of electricians needed.

8/5 Updates – Electrical work continues. Fire alarm inspection/test scheduled for tomorrow and will likely take two days. Looking at next week for final electrical inspection according to Delta.

Low Voltage (JMCSS provided & installed)

No work to date

5/7 Update – Low voltage work is ongoing.

6/4 Update – Low voltage work is ongoing.

8/5 Update – Low voltage work is ongoing.

Furnishings (JMCSS provided & installed)

6/4 Update - Millwork is being installed.

7/9 Update – Furnishings have begun to arrive, and the installation is being coordinated between CCC and JMCSS.

8/5 cooking equipment was back ordered and is currently scheduled for 8/10. This equipment must be in place and hooked up for the final inspection to take place according to the state fire marshal.

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.

2/29 Update – Installation of storm drain started.

4/2 Update – Installation of the main storm drain is complete.

5/7 Update – Parking lot is graveled.

6/4 Update – Sprinkler water service line is being installed for the Field House.

7/9 Update – Final grading is being done. Curb and gutter being installed.

Concrete

7/20 Update - Rebar is being tied.

8/20 Update – Concrete foundations are being poured.

9/17 Update – Concrete work continues.

10/30 Update – Concrete work continues.

11/30 Update – Concrete work continues and should be complete the week of 12/7.

12/31 Update – The concrete pad is complete.

Masonry

No work to date

1/31 Update – Masonry work will begin as soon as weather permits.

2/29 Update – Interior walls for locker rooms in progress.

4/2 Update – Interior masonry work continues.

5/7 Update – Interior masonry is 95% complete.

6/4 Update – Interior masonry is complete.

8/5 Update – All masonry is complete.

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.

10/20 Update – The insulated panels for the steel building have arrived and are stored on site.

11/30 Update – Steel building erection is to begin the week of 12/7.

12/31 Update – Steel building section is under way.

1/31 Update – The steel structure is nearing completion. The exterior panels will begin soon.

2/29 – Wall panel installation in progress and is 80% complete. Roof panels to start next week.

4/2 – Metal building erection continues mainly working on trim out.

5/7- Metal building is erected and is being trimmed out.

6/4- Metal building is complete.

Doors & Windows

4/2 Update – Most metal frames have been installed.

6/4 Update – Windows are installed.

Finishes

No work to date

6/4 Update – Ceramic tile is 95% complete. Drywall is approximately 85% complete.

7/9 Update – Ceramic tile is complete.

8/5 Update – Gym ceiling/roof structure is painted; however, paint continues to be unavailable.

Millwork

No work to date

Plumbing

No work to date

1/31 Update – Under slab plumbing work is complete.

2/29 Update – Rough-in for locker room in progress.

5/7 Update – Plumbing work continues.

6/4 Update – Plumbing work continues.

Fire Protection

No work to date

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

10/30 Update – The underground into the building has been installed.

5/7 Update – Sprinkler work continues.

6/4 Update – Sprinkler work continues.

7/9 Update – Sprinkler system is live in the Field House.

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.

2/29 Update – Roof curbs to be installed with roof panels.

5/7 Update – Gym main duct work arrives this week.

6/4 Update – Gym main ductwork is about 60% complete. The locker room area is about 90% complete.

7/9 Update – All duct work is 95% complete.

Electrical

No work to date

5/7 Update – Electrical work is ongoing. Gym lights are hung.

6/4 Update – Electrical work continues.

7/9 Update – Electrical work is ongoing. Power to be on by 7/16.

8/5 Update – Power still not on. Electricians were pulled to work on main JCM renovation. Transformer pad must be completed and the JEA transformer set to power up the building.

Low Voltage (JMCSS provided & installed)

No work to date

6/4 Update – Low voltage work is ongoing.

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.

2/29 Update – Snow, low temperatures, and inclement weather had a negative impact on the field house progress. We have also received notice that some deliveries of materials and equipment will be delayed due to production delays created by the pandemic.

5/7 Update- The COVID delay in January (structural erection crew caught COVID) caused about a 30-day delay. That in turn caused the building not to be in the dry in February which made us vulnerable to the weather in February causing another 15-day delay. We had another week delay last month due to the late delivery of structural metal studs. These delays have put the gym floor installation into the summer months, which is the gym floor installers busiest months causing more scheduling challenges. We are currently trying to firm up the completion date for the Field House.

6/4 Update:

A. Ductile Pipe shortage. There is a ductile iron pipe shortage and we had delays in acquiring the water service line for the sprinkler system. We were able to locate enough for our installation and sent a truck to pick it up in order to eliminate an additional week delivery time.

B. Metal panel siding lead times have increased. Our siding for the addition is scheduled to be here around the 16th.

C. The company who supplies the vinyl flakes for the epoxy flooring has declared a “force majeure” and has limited their production to only 10 colors or as the architect calls it “10 shades of gray”. We have searched all other manufacturers and suppliers that we could find, and we found no suitable color is available in vinyl flakes. We have today upgraded to a quartz epoxy floor system that is available in an alternate color selected by the architect. This is a superior floor and is more expensive. This will add two weeks to the lead time for the material. The plumbers and rest room partition installers are behind the epoxy floor installers in terms of schedule. They will have to work overtime and add people to complete this task in time. It is doable barring any other delays in this area.

D. The elevator inspector is questioning the acceptability of the existing wheelchair lifts. Our current scope of work does not replace these as they were reported to be fully operational when the school closed. We are currently researching this issue.

E. Several boxes of vinyl flooring appear to be damaged during shipment. Our flooring contractor is addressing this with the supplier, Shaw Industries.

F. We are fighting issues similar to these every day. Material availability and shipping delays are ongoing. Despite these issues we are battling ahead in an all-out effort toward our completion date. We are working seven days a week 10-12 hours per day.

7/9 Update:

A. Painting in the gym was delayed for 3 ½ weeks due to a paint shortage. We finally found enough paint in southern Georgia and had it shipped in.

B. Epoxy floors are late due to quartz flakes being late and vinyl flakes no longer being available.

C. Metal cladding on the front addition is delayed.

D. The State Fire Inspector on 7/7 informed us of a fire shutter requirement for a window which is not currently in the design. The design team is currently working on this issue.

8/5 Update:

A. Paint availability is a continuing issue for the Field House.

B The fire shutter has been addressed. These openings will be temporarily closed, and the shutters ordered. They will likely be installed during fall break.

Madison High School School Construction Status Report

Date 08/05/2021

July 2021 Report

**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

- 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

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

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.

10/30/2020 Update – The steel work continues. HVAC duct work has begun as well as metal stud framing. Underground storm drainage is being run to drain the roof.

11/30 Update – The HVAC work continues as well as the metal stud framing. The fire sprinkler work continues. The spray on fire protection has been applied to the steel as required. The center stair has been installed. The roof installation begins on 12/8.

12/31 Update - Exterior gypsum board is near completion enclosing the exterior envelope. Temporary window barriers are being installed to get the building into the dry. Metal Stud Framing, electrical work, Plumbing Work, Mechanical Work continue on the interior. Working to get the electrical service installed and powered up in order to provide temporary heat. Roof installation is near completion as they work around other trades to complete their work.

01/31 Update -Exterior gypsum has been completed and door and window openings have been framed out and temporarily closed up. The roof is being worked on as required by

other trades. Duct work, Electrical rough-in, plumbing rough-in continues. Interior metal framing is continuing, and drywall is being hung.

2/29/21 Update – Exterior waterproofing in progress. Completion delayed by low temperatures and inclement weather. Interior framing continues. Mechanical and electric are near completion on 3rd floor allowing for dry-wall installation to progress.

4/2/21 Update - Exterior water proofing is complete. Mechanical, electrical, and plumbing work continues. Drywall is being hung on the third floor (less the labs). The masonry mockup has been approved by LRK and the masonry is to begin soon. The windows are being installed.

5/7/2021 Update - Exterior masonry is ongoing. Mechanical, electrical, and plumbing work on the interior continues. Drywall is being installed. Windows are being installed. The dorm building, we have been using for a temporary office has been closed and is being prepped for demolition.

6/4/2021 Update – Exterior masonry is nearing completion. Mechanical, and plumbing work continues. A shortage of skilled workmen in the drywall and electrical trades continues to be a problem. Drywall is almost finished out on the third floor; drywall hanging is close to completion on the second floor and about 50 % of the drywall is hung on the first floor. Work on the windows continues. The dorm buildings are being torn down and final grading is ongoing in that area. Exterior concrete work continues. Metal panel siding is to arrive on the 14th.

7/9/2021 Update – Exterior building masonry is complete. Exterior metal cladding is approximately 50% complete. Mechanical, plumbing and electrical work continue. Still suffering from a shortage of electricians. Painting and acoustical ceilings are activities on the third floor. The dorm buildings are demolished.

8/5/2021 Update – Exterior metal siding is 85% complete. Painting and acoustical ceilings are ongoing on the second and third floors as is ceramic tile.

Developer Update – July 2021

Healthy Community, LLC – Chris Alexander, Representative

July 30th, 2021

Hal Crocker with Healthy Community continues to provide Dr. King and Dr. Chandler regular updates on the construction schedule for JCM and Madison Academic.

Chris Alexander and Hal Crocker with Healthy Community and Chris Rice with Crocker Construction presented an update on JCM and Madison Academic school construction to the JMCSS School Board at their work session on July 12th.

Hal Crocker with Healthy Community met with the Education Vision Committee on July 13th.

Chris Alexander and Hal Crocker with Healthy Community presented an update on the JCM and Madison Academic school construction to the Jackson Community Redevelopment Agency at their board meeting on July 14th.

Tennessee Housing & Development Agency hosted a formal grant award ceremony for the Affordable Housing Grant on Wednesday, July 14th.

Representatives from the various community partners were on hand to the ceremony: Mayor Conger with the City of Jackson, Southwest Community Development Corporation, Healthy Community LLC, Jackson Community Redevelopment Agency, and Jackson Energy Authority. The \$1,000,000 grant will fund the construction of a minimum of six new, affordable homes in the neighborhoods near JCM and Madison. Construction of the first two homes to

be located at 175 & 186 Dupree Street are scheduled to break ground this Fall.

Crocker Construction provided lunch for the JCM parents Open House on July 29th at Oman Arena.

Developer Supplemental Update for July 2021

Hal Crocker, Healthy Community, LLC

The Developer representative, Hal Crocker, and JMCSS representatives led by Dr. King have begun weekly update and coordination meetings to discuss scheduling, issues of priority, and coordination with school system on furniture and fixture installation. The impact on the construction schedule arising from the COVID-19 pandemic continues and is having an effect on deliveries and manpower, with the implication for future delays if these market disruptions continue. The Developer pointed out during these discussions that while the construction progress on both projects is proceeding, there are challenges and going forward there are certain additional potential obstacles for which we should be prepared.

- 1) Deliveries of supplies and building components and manpower:
 - a. Both projects have experienced significant delays in delivery of materials throughout the course of the project. To date we have been able to overcome these delays by adding additional manpower, working some overtime, and rearranging the schedule to accommodate progress by other trades.
 - b. The elevator for JCM is installed, however a part is backordered that is required to put it into service and for final inspection.
 - c. The elevator for Madison has been installed approximately one month late. Awaiting fire alarm completion and final inspection to put into service.
 - d. We received delivery schedules school furniture. We will be able to accommodate delivery and installation but cannot provide elevator access at this time.
 - e. As delays in deliveries of building materials continue to add stress to the project schedules, we have asked several of our subcontractors to add manpower and or work additional overtime hours in order to overcome the impact of these delays During this month several of our subcontractors have experienced manpower shortages. **Many are experiencing absenteeism due to employee's contraction of the COVID 19 virus or required quarantining due to exposure.** All crews are working overtime but are reaching their limits.
 - f. **Several significant delivery and manpower delays occurred in our critical path during June and July. The most impactful noted below:**
 - i. **The epoxy floors materials arrived an additional two weeks late (after an earlier delay of approximately one month). This in turn delayed the installation of plumbing and the installation of toilet partitions**

- ii. **The electrical contractor continues to have issues with manpower. Electrical crews from Madison have been shifted to JCM to augment the installation of low voltage wiring and installation of kitchen equipment (provided by the school system).**
 - iii. **The Architectural metal panel shipment has arrived. The delivery was received 7/29. It will delay completion by approximately 4 weeks. Work in progress.**
 - iv. **Elevator contractor is experiencing delays in programing software and delivery of some essential components causing delays of final inspections.**
 - v. **Landscaping and final grading are in progress at JCM. Paving is in progress.**
- 2) Coordination with School System and building occupancy.
- a. School leadership has pointed out that the contract stipulated dates for substantial completion does not provide adequate time for the installation of all District provided furniture fixtures and equipment. It also does not allow for any needed transition or preparation time that may be needed by administration and staff.
 - b. The developer and contractor are fully committed to work with school district leadership and staff to mitigate these transition issues as much as possible, to the point of allowing full access whenever feasible for school employees and contractors. Low voltage data installation by school system contractors has begun and is in progress.
- 3) Oversight by State Fire Marshal's office and other state and local authority.
- a. The construction and the construction team are open to allow access to the building for delivery and setup of furniture and building supplies at the earliest possible dates to completed portions of the buildings. All activity that could be construed as occupancy is subject to the approval of the state Fire Marshal and local authorities. They will also be required to approve certain activities by the building tenant until full occupancy has been fully granted.
 - b. **The Fire Marshall's representative will allow the installation of furniture and fixtures after meeting certain requirements. The construction team met these requirements and informed school leadership on 7/26 school system that they could begin the delivery and installation process.**

The Developer and the Construction Team remain fully committed to delivering Jackson Central Merry to the District for full occupancy of in August, however, due to the most recent delays noted under item #1) delivering the project by mid-month appears to be the best case with the possibility of delay to early September. The challenges created by the current market conditions particularly as it impacts the construction industry at this time have essentially overwhelmed our efforts to overcome the most recent setbacks. We continue to prioritize JCM and to work the District transition team in making alternative plans to mitigate their work in preparing the new premises for students and staff. We will look for school leadership help direct that prioritization.

Progress continues on Madison and the JCM fieldhouse. We look forward to your review and comments.

Hal Crocker
Heathy Community, LLC

*Most recent updates in **bold**

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 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. Overall, 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.

Madison Academic High-School 12-1-20

The building footprint is primarily complete. Stairs have been installed to give vertical access without the use of ladders, floors have been decked and concrete poured, roof is to start when

parapets are complete I think the 2nd week in Dec or sooner depending on weather. Duct work and electrical conduit is being installed at a fast-paced IMO. Exterior framing is being installed with exterior sheathing where the bldg. is really starting to take shape. The site is well maintained, and progress is going well compared to schedule as we have had fairly good weather up until recently. We started our sub-contractor monthly meetings this past month where not real issues were identified suggesting how well organized the project is.

Madison Academic High-School 1-6-21

The building exterior gypsum board is almost complete except at windows/doors/penetrations. The GC is installing temporary window coverings over openings in an effort to maintain a more comfortable work environment thru the next couple of months and allowing other trades to follow like drywall. Discussions were made to have some temp heat inside to allow for materials with dry time requirements such as drywall, etc.. The roof membrane is almost complete mins a small section, parapet metal and of course penetrations required.. Duct work and electrical conduit continues to be installed at a good pace IMO. The site is well maintained, and progress is going well compared to schedule and is noticeable at each inspection interval. We continue sub-contractor meetings with no real issues were identified other than lead time for materials like windows/doors but no real threat to the schedule at this time suggesting how well organized the project is.

Madison Academic High-School 2-8-21

The building exterior gypsum board has been completed as well as window/door openings being filled in an effort to minimize the cold weather portable heaters are being used as they can. The roof membrane has been completed awaiting termination and metal but should be in the dry in all areas for the most part. Duct work, plumbing and electrical conduit/rough in continues to be installed at a good pace IMO. Several doors were delivered and awaiting the larger shipment. Electrical Switchgear is due in end of the month in an effort to get some heat in the building to start drywall finishes. The site is well maintained, and progress is going well compared to schedule and is noticeable at each inspection interval. We continue sub-contractor meetings with no real issues were identified other than lead time for materials like windows/doors but no real threat to the schedule at this time suggesting how well organized the project is.

Madison Academic High-School 3-5-21

The building exterior gypsum board has been completed as well as window/door openings being filled in an effort to minimize the cold weather portable heaters are being used as they can. The roof membrane has been completed awaiting termination and metal but should be in the dry in all areas for the most part. Duct work, plumbing and electrical conduit/rough in continues to be installed at a good pace IMO. Several doors were delivered and awaiting the

larger shipment. Electrical Switchgear arrived and will be installed to get the interior environment stabilized for interior finishes. The site is well maintained, and progress is going well compared to schedule and is noticeable at each inspection interval. We continue sub-contractor meetings with no real issues were identified other than lead time for materials like windows/doors but no real threat to the schedule at this time suggesting how well organized the project is. Sub-contractor participation will increase as trade work increases on the interior.

Madison Academic High-School 4-1-21

The building exterior gypsum board is complete and waterproofed, bricks are on site. Window frames showed up and several have been installed with glass following right behind. Window frames and glass have been a struggle to obtain due to global and local shortages, COVID, shipping and weather-related obstacles. Switchgear was in place and feeder runs being installed during yesterday's inspection. Insulation and drywall are well underway that started on the 3rd floor and sporadically in other areas in order to get mechanical and electrical in place. Duct work continues as well as insulators, sprinkler piping getting ready for suspending ceilings. Timely completion on the project is being inhibited greatly to those obstacles mention above such as COVID, global shortages, shipping interruptions and weather. The roof membrane is almost complete minus parapet metal and of course penetrations required. Duct work and electrical conduit continues to be installed at a good pace IMO as material deliveries allow. The site is well maintained, and progress is going well and is noticeable at each inspection interval. We continue sub-contractor meetings with no real issues other than those mentioned above.

Madison Academic High-School 5-6-21

The most positive event of the month, not to take anything away from other trades is the brick and masonry wainscot is being installed and looks great. It got off to a slow start as the sub is still rebuilding his crew from Covid and with Covid monetary relief efforts paid out by the government, no one wants to work for normal wages much anymore which is really affecting all trades. Window/Frames, glass, steel, and lumber have been a struggle to obtain due to global and local shortages, COVID, shipping and weather-related obstacles. Insulation and drywall are well underway that started on the 3rd floor and inspections have cleared the way for the 2nd and 1st floor now underway as well. We are going to struggle with drywall finishers due the labor shortage but are trying to get as many crews as possible in order not to hold up any other trades. The hvac units are set on the roof and duct work continues as well as insulators, sprinkler piping getting ready for suspending ceilings. Timely completion on the project is being inhibited greatly to those obstacles mention above such as COVID, global shortages, shipping interruptions and weather. The roof membrane is almost complete minus parapet metal and of course penetrations required by others. The site is well maintained, and progress is going well and is noticeable at each inspection interval despite the obstacles previously mentioned

although they have had a detrimental effect. We continue sub-contractor meetings with no real issues other than those mentioned above and of course we could always use more time!

Madison Academic High-School 6-2-21

The exterior skin is moving steady such as brick and stone along with site concrete. Window/Frames, glass, steel, and lumber have been a struggle to obtain due to global and local shortages, COVID, shipping and weather-related obstacles as we are still waiting on several windows and glass infill. Insulation and drywall are well underway on all floors. The hvac units are set on the roof and duct work continues as well as insulators, sprinkler piping getting ready for suspending ceilings. Timely completion on the project is being inhibited greatly to those obstacles mention above such as COVID, global shortages, shipping interruptions and weather. We received a force majeure letter on the elevator equipment due to devastating weather in Alabama where they were being housed. The elevator contractor has since notified us that they were not one of the orders that was damaged and were delivered to the Memphis warehouse. This was good news but caused several weeks delay not knowing the eta of the elevator delivery. The roof membrane is almost complete minus parapet metal and of course penetrations required by others. The site is well maintained, and progress is going well and is noticeable at each inspection interval despite the obstacles previously mentioned although they have had a detrimental effect. We continue sub-contractor meetings with no real issues other than those mentioned above and of course we could always use more time!

Madison Academic High School 7-7-21

Exterior skin is moving at a steady pace such as brick and stone along with site concrete. Window/Frames, glass, steel and lumber have been a struggle to obtain due to global and local shortages, COVID, shipping and weather-related obstacles as we are still waiting on several windows and glass infill along with the lack of available manpower, which is a global issue affects production, but the GC is managing best they can with the volatile market. Drywall finishing is in progress with priming where appropriate. Door frames being set where applicable. The four dormitory buildings on Fairgrounds have been demolished. The site is well maintained, and progress is going well and is noticeable at each inspection interval despite the obstacles previously mentioned although they have had a detrimental effect. We continue sub-contractor meetings with no real issues other than those mentioned above and of course we could always use more time!

End of report.

Thank you.

Pete Evans 2.0 Consulting

Cell 901-674-1335

Madison High School 8/5/2021

Pete Evans contracted Covid and passed away yesterday. We anticipate another representative of the Henry Turley Company will present a report next month.

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.

10/20 Update – No lost time injuries to date. We have had several COVID cases this month. Currently everyone is back at work except one.

11/30 Update – No lost time injuries to date.

12/31 Update – No lost time injuries to date. We currently have 3 Crocker Construction Company employees out due to Covid-19. We have replaced them with sub-contractors until they are able to return to work.

01/31 Update – No lost time accidents to date.

4/2 Update – No lost time accidents to date.

5/7 Update – No lost time accidents to date.

6/4 Update – No lost time accidents to date.

7/9 Update – No lost time accidents to date.

8/5/2021 Update - No lost time accidents date. Our sprinkler crew has contracted Covid and is quarantined. Pete Evans, Henry Turley Representative, contracted Covid and died Yesterday.

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.

10/20 Update – The storm drain draining the roof is being installed to get ready for the roof installation.

11/30 Update – The storm drain was to tie into the city storm drain located on the north side of Maple. The city storm drain is not located where it was indicated to be on the survey. It is actually located in the center of the street and is in poor condition. We now plan to connect at an existing inlet which will require additional piping and structure.

12/31 Update – The storm drain from the building has been tied into the city storm drain. A section of sidewalk and curb was required to be removed and has not yet been replaced.

5/7 Update – The temporary office located in the old dormitory has been closed and the building is being prepped for demolition.

6/4 Update – Demolition on the old dorm buildings has begun.

7/9 Update – Demolition of the dorm buildings is complete.

8/5 Update – Concrete work continues. Light pole bases are poured.

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.

10/20 Update – Concrete work continues, first set of steps are poured.

12/31 Update - The building concrete is complete.

5/7 Update – Exterior concrete is ongoing.

6/4 Update – Exterior concrete is ongoing. Surveying is being done for the asphalt and concrete walks. An additional concrete crew will be coming for the sidewalks.

7/9 Update – Exterior site concrete work continues. Light pole bases are poured.

Masonry

11/30 Update – Brick has been selected and ordered.

12/31 Update – Masonry is to begin soon.

01/31 Update – Stone and Masonry are due onsite the first of March.

2/29 Update – Delay occurred due to low temperatures and inclement weather. Delay in delivery of some materials by manufacturer because of staffing issues due to Covid; rescheduled to March 12st. One week delivery delay by trucking firm because of weather.

4/2 Update – The masonry mockup has been approved and the masonry work will begin shortly.

5/7 Update – The masonry work has begun and is moving at a very good pace.

6/4 Update – The masonry is nearing completion.

7/9 Update – Masonry on the building is complete.

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.

12/31 – Update Steel erection is complete.

4/2 – A few minor modifications to the steel structure have been ordered by the design team and those have been completed.

Roofing

No work to date.

11/30 Update – Roof work begins on 12-8.

12/31 Update - Roof is near completion and the roof sub is working around other trades to complete the roof.

Doors & Windows

No work to date

01/31 Update – Approximately 1/3 of the door frames are on site and being installed.

3/10 Update – All door frames are on site with approximately 60% installed.

4/2 Update – Exterior window installation has begun with about 30% installed.

5/7 Update – Exterior window installation continues and is about 70% complete. We finally received the interior metal door frames and they have been installed. The interior doors which were originally scheduled for delivery the first week in May have been delayed to a 5/28 ship date. We are attempting to mitigate this delay by adding more forces to door installation.

6/4 Update – The interior wood doors are in town ready for site delivery.

8/5 Update – Storefront windows are 95% complete.

Finishes

10/20 Update – Metal Stud framing has begun.

12/30 Update – Metal stud framing is ongoing.

01/21 Update – Metal stud framing and drywall hanging are ongoing.

2/29 Update- Metal stud framing and drywall ongoing. Framing is 80% complete. Drywall is 20% complete.

4/2 Update – Drywall is being hung on the third floor.

5/7 Update – Drywall is being installed on all floors.

5/6 Update – Drywall is finishing up on the third floor. Painting is soon to start on the third floor. Drywall finishing is taking place on the second floor. About 50% of the drywall is hung on the first floor. We are currently waiting on electrical inspections on the first floor.

7/9 Update – Painting and acoustical ceilings are being installed on the third floor.

8/5 Update – Painting and acoustical are being installed on the second and third floor.

Millwork

2/29 Update- Some cabinets complete and stored at supplier awaiting installation.

4/2 Update – Millwork is being built and stored offsite until it is ready to be installed.

8/5 Update – Millwork is on site and being installed.

Elevators

No work to date

We have received a “Force Majeure” notification from Schindler Elevator. The elevator for Madison was in a Schindler Hub warehouse in Atlanta in route to Memphis/Jackson when a tornado struck the Atlanta warehouse causing significant damage to the warehouse. According to Schindler they have 1,800 elevators for which they currently cannot determine their condition. They have promised to let us know something regarding our elevator as soon as they know. We can expect a delay in the elevator, the extent of that delay is yet to be determined. A copy of the Force Majeure statement by Schindler is attached.

6/4 Update – The delivery of the elevator is expected as soon as next week.

7/9 Update – The elevator is installed but not yet turned over to us yet.

Plumbing

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.

12/31 Update – Plumbing work continues.

01/31 Update – Plumbing work continues.

2/29 Update – Plumbing progress with certain areas complete allowing inspections and closing of some walls by drywall crews. Plumbing rough-in is 80% complete.

4/2 Update – Plumbing work continues.

5/7 Update – Plumbing work continues.

6/4 Update - Plumbing work continues.

7/9 Update – Plumbing work continues.

Fire Protection

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

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

11/30 Update – Fire sprinkler work continues inside the building. Also spray on fire protection has been applied to the steel where required.

12/31 Update – Sprinkler piping is being installed.

01/31 Update – Sprinkler rough-in is nearing completion.

2/29 Update – Sprinkler rough-in complete. Some issues to resolve concerning ceiling clearances.

4/2 Update – Sprinkler work continues.

5/7 Update – Sprinkler work continues.

6/4 Update – Sprinkler work continues.

7/9 Update – Sprinkler work continues as ceilings go in.

8/5 Update – Sprinkler crew is quarantined due to covid. Securing the heads into the acoustical ceiling has been delayed due to covid.

HVAC

Submittals have been approved.

10/20 Update - Duct work Installation has begun.

11/30 Update – Duct work installation continues.

12/31 Update – Duct work installation continues.

01/31 Update – Duct work continues.

2/29 Update – Duct work installation continues. Progress made allows inspections and the closing of wall sections by dry-wall installer.

4/2 Update Duct work continues. Third floor and second floor nearly complete.

5/7 Update. Units are set on the roof and mechanical work continues.

6/4 Update Duct work and freon line work continues.

7/9 Update HVAC work continues.

8/5 Update HVAC work continues. The kitchen hood is installed and the freezer/cooler is due next week.

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.

11/30 Update – Electrical work continues.

12/31 Update – Electrical work continues.

2/29 – Electrical rough-in at 80% complete, allowing walls to be closed and progress by dry wall installers.

4/2 – Electrical work continues.

5/7 Update Electrical work continues.

6/4 Update – Electrical work continues.

7/9 Update – Electrical work continues but is currently behind and is holding up drywall on the first floor. Several electricians have been pulled off Madison to work on JCM.

Low Voltage (JMCSS provided & installed)

2/29 Update – Held several meetings regarding data/low voltage installation. Cable trays installed and ready for IT team to begin.

6/4 Update – Electrical work continues.

Furnishings (JMCSS provided & installed)

No work to date

8/5 Update Lab tables have been delivered.

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.

3/1 Update – Recent low temperatures, heavy snow, and inclement weather have caused some delays in the process of certain phases of the project, specifically the installation of the exterior waterproofing, as well as other work occurring on the exterior.

We have also experienced some delays in deliveries on some materials and equipment. Manufacturers and suppliers have been experiencing production issues arising from labor issues relating to the pandemic.

Electrical primary was delayed due to some concern related to boring by 4 weeks.

5/7 Update - We have received a “Force Majeure” notification from Schindler Elevator. The elevator for Madison was in a Schindler Hub warehouse in Atlanta in route to Memphis/Jackson when a tornado struck the Atlanta warehouse causing significant

damage to the warehouse. According to Schindler they have 1,800 elevators for which they currently cannot determine their condition. They have promised to let us know something regarding our elevator as soon as they know. We can expect a delay in the elevator, the extent of that delay is yet to be determined. A copy of the Force Majeure statement by Schindler is attached. Note that the elevator is the longest lead time item in the building with a lead time of 6-8 months. Ordering from another supplier at this point is not an option. We will let the District know just as soon as we get any additional information from Schindler.

6/4 Update:

A. Elevator. The elevator was found undamaged and is expected to be here next week.

B. Metal panel siding lead times have increased. Our metal panel siding is scheduled to be here on or about the 14th.

C. The company who supplies the vinyl flakes for the epoxy flooring has declared a “force majeure” and has limited their production to only 10 colors or as the architect calls it “10 shades of gray”. We have searched all other manufacturers and suppliers that we could find, and we found no suitable color is available in vinyl flakes. We have today upgraded to a quartz epoxy floor system that is available in an alternate color selected by the architect. This is a superior floor and is more expensive. This will add two weeks to the lead time for the material. The plumbers and rest room partition installers are behind the epoxy floor installers in terms of schedule. They will have to work overtime and add people to complete this task in time. It is doable barring any other delays in this area.

D. We are fighting issues similar to these every day. Material availability and shipping delays are ongoing. Despite these issues we are battling ahead in an all-out effort toward our completion date. We are working seven days a week 10-12 hours per day.

JMCSS Personnel Status Human Capital Report for July 2021

Personnel Action

TRANSPORTATION

#	Date	Action	Name	Race/Gender	Position	Location	Salary	New Salary
1	7/16/2021	Resigned	WARWICK, PHILLIP	W/M	TRAN. SAFETY & ROUTER COORDIN	TRANSPORTATION	\$ 68,289.00	

MAINTENANCE

#	Date	Action	Name	Race/Gender	Position	Location	Salary	New Salary
1	7/19/2021	Rehired	CORMIER, MICHEAL	B/M	MAINTENANCE-HELPER	MAINTENANCE	\$ 27,060.80	
2	7/23/2021	Hired	JOHNSON, SHANE	W/M	MAINTENANCE-CARPENTER	MAINTENANCE	\$ 33,264.72	

FOOD SERVICE

#	Date	Action	Name	Race/Gender	Position	Location	Salary	New Salary
1	7/17/2021	Resigned	WALTERS, KATHERINE	W/F	FOOD-CAFETERIA STAFF ASST 6 HR	LIBERTY TECH	\$ 14,391.78	
2	7/23/2021	Resigned	FRYER, YALANDA	B/F	FOOD-CAFETERIA STAFF ASST 6 HR	SOUTH SIDE HIGH	8.40/ hr	
3	7/26/2021	Resigned	MAYO, FRANGETTA	B/F	CAFETERIA MANAGER	EAST ELEM	\$ 24,441.56	
4	7/28/2021	Resigned	BEARD, EVELYN	B/F	FOOD-CAFETERIA ASST MGR 6.5 HR	COMM. MONTESSORI	\$ 16,313.70	

SCHOOL

#	Date	Action	Name	Race/Gender	Position	Location	Salary	New Salary
1	7/1/2021	Hired	CURRIE, JOSIE	W/F	PRINCIPAL-MIDDLE SCHOOL-INDEX	JASA	\$ 97,986.87	
2	7/1/2021	Hired	KIMERY-BREEDEN, KERRI	W/F	PRINCIPAL-MIDDLE SCHOOL-INDEX	JCMMS	\$ 97,986.87	
3	7/8/2021	Resigned	BACIGALUPO, AMANDA	W/F	LIBRARIAN	ANDREW JACKSON	\$ 41,905.00	
4	7/8/2021	Resigned	BRASHER, MEGAN	W/F	REG ED MS TEACHER MATH	NORTH PARKWAY	\$ 39,135.00	
5	7/9/2021	Resigned	BIGGS, NICOLE	W/F	SPECIAL ED ASSISTANT-GP	ANDREW JACKSON	\$ 15,387.06	
6	7/9/2021	Resigned	PERRY, WAYNE	W/M	REG ED TEACHER	ROSE HILL	\$ 48,441.00	
7	7/12/2021	Resigned	ROBINSON, ELIZABETH	W/F	LIBRARIAN	JCT SCHOOL	\$ 39,698.00	
8	7/13/2021	Resigned	MCCLURE, BRIANNA	W/F	REG ED K-5 CLASSROOM TEACHER	ANDREW JACKSON	\$ 39,698.00	
9	7/13/2021	Resigned	KOLWYCK, KELLY	W/F	SCHOOL SECRETARY-ATTENDANCE	THELMA BARKER	\$ 22,436.96	
10	7/13/2021	Resigned	LEVITICUS, COLONEL	B/M	SPECIAL ED TEACHER-GP	WEST BEMIS	\$ 51,067.00	
11	7/14/2021	Hired	MALONE, HOLLY	W/F	SCHOOL SECRETARY 2	ISAAC LANE ELEM	16.13 / hr	
12	7/14/2021	Hired	REEVES, KARA	W/F	CONSULTING TEA-DISTRICT LEVEL	JCMHS	\$ 71,838.40	
13	7/14/2021	Resigned	SMITH, TRINA	W/F	REG ED MS TEACHER ELECTIVE	JCT SCHOOL	\$ 57,257.00	
14	7/14/2021	Hired	STEWART, QUINTESSA	B/F	SCHOOL COUNSELOR 11 MONTHS	LIBERTY TECH	\$ 64,797.70	
15	7/15/2021	Resigned	TATE, DEBBIE	B/F	REG ED K-5 CLASSROOM TEACHER	JCT SCHOOL	\$ 62,706.00	
16	7/17/2021	Resigned	MULLEN, AMANDA	W/F	REG ED K-5 CLASSROOM TEACHER	DENMARK	\$ 47,739.00	
17	7/17/2021	Resigned	SMITH, CYNTHIA	W/F	REG ED MS TEACHER ELA	JCT SCHOOL	\$ 56,630.00	
18	7/17/2021	Resigned	JONES, JAMES	B/M	SPECIAL ED ASSISTANT-IDEA	NORTH SIDE HIGH	\$ 17,262.18	
19	7/17/2021	Resigned	HAMM, APRIL	W/F	SPECIAL ED TEACHER-GP	ROSE HILL	\$ 52,709.00	
20	7/20/2021	Resigned	KNIGHT, ESSENCE	B/F	SCHOOL COUNSELOR 10 MO-GP	ALEXANDER ELEM	\$ 40,260.00	
21	7/20/2021	Resigned	MUTTER, SHARON	W/F	SPECIAL ED INTERPRETER-GP	COMM. MONTESSORI	\$ 20,932.60	
22	7/20/2021	Resigned	RAGLAND, LAWRENCE	B/M	REGULAR ED ASSISTANT	ISAAC LANE ELEM	11.12 / hr	
23	7/20/2021	Resigned	JACKSON, CHARLOTTE	W/F	REG ED MS TEACHER MATH	NORTH PARKWAY	\$ 56,630.00	
24	7/20/2021	Resigned	BEARDEN, CALLIE	W/F	SPECIAL ED TEACHER-GP	NORTH SIDE HIGH	\$ 43,402.00	
25	7/20/2021	Resigned	LOWRIE, REBEKAH	W/F	REG ED MS TEACHER SOCIAL STUDI	ROSE HILL	\$ 39,698.00	
26	7/20/2021	Deceased	MILLER, TROY	W/M	REG ED MS TEACHER SCIENCE	ROSE HILL	\$ 50,393.00	
27	7/21/2021	Resigned	ROBERTS, CHARLOTTE	W/F	REG ED K-5 CLASSROOM TEACHER	ALEXANDER ELEM	\$ 58,329.00	
28	7/21/2021	Hired	FREEMAN, JENNIFER	B/F	SCHOOL SECRETARY 1	JCMHS	\$ 26,272.48	
29	7/21/2021	Hired	YOUNG, MICHAEL	W/M	INSTRUCTIONAL COACH-FED	JCMHS	\$ 56,806.00	
30	7/21/2021	Hired	STEWART, THERESA	B/F	SCHOOL SECRETARY 2	LINCOLN	\$ 21,413.08	
31	7/21/2021	Hired	WILLIAMS, KIMBERLY	B/F	SCHOOL SECRETARY 1	PARKVIEW LEARNING	16.81 / hr	
32	7/21/2021	Resigned	PERRY, LILLIE	W/F	REG ED K-5 CLASSROOM TEACHER	ROSE HILL	\$ 39,698.00	
33	7/21/2021	Hired	EASON, KARIN	W/F	CONSULTING TEACHER	SOUTH SIDE HIGH	\$ 62,412.03	
34	7/22/2021	Resigned	EAST, CHARLEyna	W/F	REG ED MS TEACHER ELA	NORTH PARKWAY	\$ 39,135.00	
35	7/26/2021	Resigned	WILLIAMSON, JESSICA	B/F	FED PRIORITY SG-ED ASSISTANT	JCT SCHOOL	\$ 15,839.20	
36	7/26/2021	Resigned	ESSARY-HOWARD, MARY	W/F	REG ED K-5 FINE ARTS TEACHER	LINCOLN ELEM	\$ 40,361.00	
37	7/26/2021	Resigned	DITTMER-BENNETT, MELISSA	W/F	LIBRARIAN	ROSE HILL	\$ 55,443.00	
38	7/27/2021	Resigned	BREEDLOVE, WENDY	W/F	REG ED MS TEACHER ELECTIVE	NORTHEAST MIDDLE	\$ 40,361.00	
39	7/27/2021	Resigned	DAVIS, ELISSE	B/F	REGULAR ED ASSISTANT	POPE SCHOOL	8.25 / hr	

40	7/28/2021	Resigned	CARTWRIGHT, JULIE	W/F	REGULAR ED ASSISTANT	EAST ELEM	\$ 16,889.86	
41	7/29/2021	Retired	THOMAS, BRENDA	W/F	LICENSED PRACTICAL NURSE-GP	MADISON ACAD	\$ 22,129.64	
42	7/30/2021	Resigned	WYATT, JILLIAN	W/F	REG ED K-5 CLASSROOM TEACHER	ISAAC LANE ELEM	\$ 39,776.00	
43	7/30/2021	Retired	MERRIWEATHER, SUSIE	B/F	SPECIAL ED ASSISTANT	NORTHEAST	\$ 16,105.18	
44	7/30/2021	Resigned	MCKNIGHT, STARLA	B/F	PRESCHOOL ASSISTANT-LOCAL	NOVA EARLY LEARNING	\$ 17,262.18	

SCHOOL SERVICE CENTER

#	Date	Action	Name	Race/Gender	Position	Location	Salary	New Salary
1	7/1/2021	Rehired	ALEXANDER, WAYNE	W/M	ADMIN SUPPORT CONSULTANT	CENTRAL OFFICE	42.00 / hr	
2	7/1/2021	Hired	FRANKLIN, SHOLANDA	B/F	DISTRICT CHIEF	CENTRAL OFFICE	\$ 95,133.00	
3	7/1/2021	Hired	HICKS-WATKINS, DIANE	B/F	DIRECTOR OF INSTRUCTION	CENTRAL OFFICE	\$ 87,000.00	
4	7/1/2021	Hired	KEY, DANITA	B/F	BOOKKEEPER-DISTRICT GP	CENTRAL OFFICE	\$ 39,967.20	
5	7/1/2021	Hired	RUDESILL, RICHARD	W/M	DIR. BOYS BB OPERATIONS	CENTRAL OFFICE	\$ 79,086.80	
6	7/1/2021	Hired	SHUTES, TONY	B/M	DIR. GIRLS BB OPERATIONS	CENTRAL OFFICE	\$ 79,086.80	
7	7/19/2021	Hired	ENGLAND, RICHARD	W/M	DIRECTOR OF TECHNOLOGY	CENTRAL OFFICE	\$ 74,400.00	
8	7/30/2021	Resigned	CARVER, GINGER	W/F	CHILDCARE COORDINATOR	CENTRAL OFFICE	\$ 56,853.94	
9	7/8/2021	Resigned	CURRIE, COREY	B/M	TRUANCY-DROPOUT PREVENT	CENTRAL OFFICE	\$ 56,158.00	
10	7/16/2021	Resigned	BOGUE, ANTHONY	W/M	TECH SUPPORT OFFICER-GP REG	TECHNOLOGY	\$ 40,658.80	

LEAVES

#	Location	Name	Position	Race/Gender	Leave Date	Return Date		
1	Central Office	Kelli Pierce	Internal School Auditor	WF	8/4/2020 (Intermittent)	8/4/2021		
2	Nova	Prudence Maholmes	Special Education Assistant	BF	2/1/2021 (Intermittent)	2/1/2022		
3	Central Office	Pamela Woods	Assist. Adm. Secretary	BF	2/3/2021 (Intermittent)	8/12/2021		
4	Transportation	James Russell	Bus Driver	WM	3/4/2021 (Military)	4/8/2022		
5	Maintenance	Craig Tomlin	Painter	BM	4/1/2021 (Intermittent)	12/31/2021		
6	Thelma Barker	Erin Nerren	Teacher	WF	4/16/2021	10/12/2021		
7	Transportation	Kevin Cockrell	Bus Shop Fuel Operator	BM	5/25/2021	8/22/2021	Extended	
8	Transportation	Michael Alexander	Bus Shop Mechanic	WM	5/30/2021	8/22/2021		
9	Rose Hill	Judy Record	Reg. Ed. K-5 Teacher	WF	7/6/2021	9/28/2021		

VACANCIES

#	Position	Location	#	Position	Location			
2	Elem. Classroom Teacher	Alexander	1	Foreign Language	JASA (9-12)			
1	Fine Arts Teacher	Alexander	1	Math Teacher	JCM (9-12)			
1	Elem. Classroom Teacher	Arlington	1	Social Studies Teacher	JCM (9-12)			
1	PreSchool Teacher	Arlington	1	Elective Teacher	JCM (9-12)			
2	Fine Arts Teachers	Lincoln	1	Vocational Teacher	JCM (9-12)			
1	Fine Arts Teacher	Pope	2	Math Teacher	Liberty			
			1	Science Teacher	Liberty			
			1	Vocational Teacher	Liberty			
1	ELA	JCM (6-8)	1	Social Studies Teacher	Madison			
1	Math Teacher	JCM (6-8)	1	Science Teacher	Parkview Prep			
1	Art Teacher	JCM (6-8)						
1	Library Media Specialist	North Parkway						
1	Theatre	Northeast Middle						
1	Math Teacher	Rose Hill (6-8)						