

Jackson-Madison County School Board Meeting
January 9, 2020 5:30 PM
Jackson-Madison County Board of Education

Attendance Taken at 5:30 PM.

Mr. Kevin Alexander: Present
Mr. Wayne Arnold: Present
Ms. Doris Black: Present
Jim Campbell: Present
Mrs. Janice Hampton: Present
Mr. James Johnson: Present
Mr. A. J. Massey: Present
Mr. Morris Merriweather: Present
Mrs. Shannon Stewart: Present

On January 9, 2020, I did not use the BOE Connect due to internet issues but logged everything from the meeting on January 10, 2020 at 8:48 am

1. CALL TO ORDER

Discussion: James Johnson JMCSS Chairman called the January 10, 2020 JMCSS Board meeting to order

A. MOMENT OF SILENCE

Discussion: Opened the Board meeting with a moment of silence

B. PRESENTATION OF COLORS BY NORTH SIDE HIGH SCHOOL AIR FORCE ROTC UNDER THE DIRECTION OF SERGEANT ROBERT BURSEY AND SERGEANT KENNY POPE

Discussion: The North Side High School Air Force ROTC under the direction of Sergeant Robert Bursey and Sergeant Kenny Pope presented the Colors at the January 9, 2020 Board Meeting.

C. PLEDGE OF ALLEGIANCE

2. APPROVALS

A. APPROVAL OF CONSENT AGENDA - FINANCIAL REPORTS, HUMAN CAPITAL REPORT, DECEMBER 12, 2019 BOARD MEETING MINUTES

Discussion: The JMCSS Board approved the Consent Agenda

Action(s):

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

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes

Jim Campbell: Yes
Mrs. Janice: Yes

Hampton:
Mr. James Yes
Johnson:
Mr. A. J. Massey: Yes

Mr. Morris Yes
Merriweather:
Mrs. Shannon Yes
Stewart:

B. APPROVAL OF AGENDA

Discussion: The JMCSS Board approved the January Board Agenda

Action(s):

Motion Passed: A motion was made to approve the January Board Agenda Passed with a motion by Mrs. Janice Hampton and a second by Mr. Kevin Alexander.

Voting Detail:

Mr. Kevin Yes
Alexander:
Mr. Wayne Yes
Arnold:
Ms. Doris Black: Yes

Jim Campbell: Yes
Mrs. Janice Yes
Hampton:
Mr. James Yes
Johnson:
Mr. A. J. Massey: Yes

Mr. Morris Yes
Merriweather:
Mrs. Shannon Yes
Stewart:

3. APPEARANCE BEFORE THE BOARD

A. AA DEGREE STUDENTS FROM JACKSON CENTRAL MERRY EARLY COLLEGE HIGH

Discussion: Nathan Lewis Principal at JCM-ECH presented twenty-seven students that will be graduating with a High School Diploma and with an A.A. Degree or A.S Degree from Jackson State Community College in the Spring or Summer of 2020. Mr. Lewis mentioned that there may be one additional student to this list by the end of Spring.

Christina Bowlin - Associate of Arts in General Studies, Azaria Cole - A.S. in Psychology, Kaniya Harris - Associate of Science in Criminal Justice, James Peach - Associate of Applied Science Programming Concentration, Samuel Munoz-A.S. in Business Administration, Brooklyn Phillips - A.S. in Psychology and the following with an A.A. in General Studies - Gabrielle Burton, Aleeyah Davis, Somer Day, Carmen Echols, Lawrence Pack, Kendarius Dupree, Dallas Jones, Chloe Mc farland, Kiya Lancaster, Dilon Love-Gibbs, Kobe Verser, Itzel Ramirez, Adaisha Woods, Maya Snyder, Daisy Reyes, Mikayla Wilson, Chrissy Taylor, Carlos Villegas, Deona Dickerson, Tyler Witherspoon and Dominique Harris.

4. JMCEA ANNOUNCEMENTS

Discussion: Janis Carroll mentioned that the PECCA Team to represent JMCEA has been sent to the Board and Board Secretary. The following will serve on the PECCA Team - Delisa Alsup - Instructional Coach at South Elementary, Ellen Babb - Kindergarten Teacher at Arlington Elementary, Jordan Billingsley - Science Teacher at South Sid High School, Donna Curry - Math Teacher at North Side High School, Sam Davis - Lead SPED Teacher at North East Middle School, Theresa Guthrey - Social Worker at Day Treatment Program, Christy Hays - Art Teacher at Madison Academic High School. Alternates are; Tracy Cooper - English/Language Arts Teacher at North Parkway Middle School, Jeff Davis - Kindergarten Teacher at Lincoln Elementary and Tom Gwara - PE Teacher at Arlington Elementary.

Mrs. Carroll thanked the Board for the revisions being made to the 2020-2021 System Calendar. She mentioned that Teachers are having difficulty finding substitutes when they are needing to be out for a day. Mrs. Carroll would like for a solution to be discussed to assist with Substitutes.

Mrs. Carroll read letters from Teachers for the board to understand how they are feeling and she will email the Board a copy of the letters.

5. FINANCIAL REPORT

A. JMCSS FISCAL SERVICES DIRECTOR-BUDGET AMENDMENTS, MONTHLY FINANCIAL STATEMENT, QUARTERLY EXPENDITURE ANALYSIS

Discussion: Holly Kellar was unable to attend the meeting but the Board did not have any questions concerning the financial reports.

B. MADISON COUNTY FINANCE DIRECTOR-FINANCIAL UPDATES

Discussion: Karen Bell did not have any further information for the Board and the Board did not have any questions for Mrs. Bell.

6. ACTION ITEMS

A. POLICY AGREEMENT RENEWAL FOR THREE YEARS

Discussion: The JMCSS Board approved the TSBA Policy Agreement renewal for three years and this agreement will be presented to the Financial Management Committee and County Commission for approval in February.

Action(s):

Motion Passed: A motion was made to approve the TSBA Policy Agreement renewal for three years Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Shannon Stewart.

Voting Detail:

Mr. Kevin Alexander:	Yes
Mr. Wayne Arnold:	Yes
Ms. Doris Black:	Yes
Jim Campbell:	Yes
Mrs. Janice Hampton:	Yes
Mr. James Johnson:	Yes
Mr. A. J. Massey:	Yes
Mr. Morris	Yes

Merriweather:
Mrs. Shannon Yes
Stewart:

B. 2020-2021 JMCSS CALENDAR

Discussion: The JMCSS Board approved the 2020-2021 System Calendar

Action(s):

Motion Passed: A motion was made to approve the 2020-2021 JMCSS Calendar Passed with a motion by Mr. Wayne Arnold and a second by Ms. Doris Black.

Voting Detail:

Mr. Kevin Yes
Alexander:

Mr. Wayne Yes
Arnold:

Ms. Doris Black: Yes

Jim Campbell: Yes

Mrs. Janice Yes
Hampton:

Mr. James Yes
Johnson:

Mr. A. J. Massey: Yes

Mr. Morris Yes
Merriweather:

Mrs. Shannon Yes
Stewart:

7. ITEMS REMOVED FROM CONSENT AGENDA

Discussion: There were no items removed from the Consent Agenda

A. CONSENT AGENDA ITEM

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

Discussion: There were no items added to the January Agenda

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

9. COMMITTEE REPORTS

A. POLICY COMMITTEE

Discussion: Janice Hampton mentioned that the Policy Committee will be meeting on
Thursday, January 16, 2020 at 1:30 p.m.

B. BUDGET COMMITTEE

Discussion: Jim Campbell did not have any information

C. INSURANCE COMMITTEE

Discussion: AJ Massey did not have any information

D. LONG RANGE PLANNING COMMITTEE

Discussion: Doris Black mentioned that the Long Range Planning Committee will meet on
Wednesday, January 22, 2020 at 4:00 p.m.

E. TECHNOLOGY COMMITTEE

Discussion: Wayne Arnold did not have any information

10. SUPERINTENDENT'S REPORT

Discussion: Ray Washington mentioned that Henson Construction was awarded to build Pope Elementary and that Lane College is interested in purchasing the old Lincoln Elementary School. Doris Black would like for the Board to be able to review the building plans before the construction is started. Mr. Washington stated that he would notify the Board when plans are ready for review.

A. ACADEMIC UPDATE

Discussion: Jared Myracle and Ryan Kirkbride presented a power point for the Board to review results from the Teacher Perception Survey. There are forty-nine questions on the survey for Teachers to answer and over 70% of Teachers (approx. 700) in the system participated in the survey.

11. LEGISLATIVE CONTACT REPORT

A. NUMBER OF LEGISLATIVE CONTACTS MADE DURING THE MONTH OF JANUARY

12. CONSENT AGENDA

A. FINANCIAL REPORTS

B. HUMAN CAPITAL REPORT

C. DECEMBER 12, 2019 BOARD MEETING MINTUTES

13. BOARD INFORMATION

A. BOARD BUDGET

B. ANNUAL AGENDA CALENDAR

C. TSBA SCHOOL BOARD ACADEMIES

14. ADJOURNMENT

A. ADJOURN THE MEETING

Discussion: The January Board meeting adjourned at 6:30 p.m.

Action(s):

Motion Passed: A motion was made to adjourn the meeting at 6:30 p.m. Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Shannon Stewart.

Voting Detail:

Mr. Kevin Alexander: Yes

Mr. Wayne Arnold: Yes

Ms. Doris Black: Yes

Jim Campbell: Yes

Mrs. Janice Hampton: Yes

Mr. James Johnson: Yes

Mr. A. J. Massey: Yes

Mr. Morris Merriweather: Yes

Mrs. Shannon Stewart: Yes

Chairperson

Superintendent

Tennessee Department of Education School Board Academy



Catalog of Events July 1, 2019 - June 30, 2020

A collaborative effort between

Tennessee School Boards Association
Dr. Tammy Grissom, *Executive Director*

Tennessee Department of Education

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At a Glance: Organization of School Board Academy Modules

Basic Core Modules

- Advocating the Board's Vision
- Board Policy and Operations
- Board/Superintendent Relations
- School Law
- Board's Role in School Finance

It is strongly recommended that the core modules are taken first.

Elective Module

A Deep Dive Into Boardsmanship

This session is designed for seasoned board members who have completed Orientation and a majority of the core modules.

Online Modules

- eBoardsmanship
- Legal Issues Impacting School

Online modules may be taken to fulfill state training requirements; however, it is strongly recommended that the basic core modules are taken first.

Joint Academy Modules

- **Teaming and the School Board: Working Together to Improve Student Achievement** (*one-day event*)
- **Planning: A Joint Venture Part I and Part II** (*one or two-day event*)

Board members attend the joint academy modules as a team along with their superintendent. Joint Academy modules may be taken to fulfill state training requirements.

Optional Credit Modules

- TSBA Summer Law Institute
- TSBA/TETA Technology Safety Symposium
- TSBA Board Chairman Workshop
- TSBA Leadership Conference
- TETA Administrator's Technology Academy

Optional credit modules may be taken to fulfill state requirements. Registration fees are associated with some Optional Credit Modules.

2019-2020 School Board Academies By Date

2019		
Topic	Location	Date
TSBA Summer Law Institute	Gatlinburg	July 19-20 (Fri-Sat)
TSBA/TETA Technology Safety Symposium	TSBA	August 23 (Fri)
TSBA Board Chairman Workshop	TSBA	October 4 (Fri)
TSBA Leadership Conference	Nashville	November 14-15 (Thu-Fri)
2020		
New Board Member Orientation	TSBA	January 9-10 (Thu-Fri)
Board's Role in School Finance	TSBA	January 16 (Thu)
Administrator's Technology Academy	Henderson	January 21 (Tue)
Board's Role in School Finance	Johnson City	January 23 (Thu)
Board's Role in School Finance	Jackson	January 30 (Thu)
A Deep Dive into Boardsmanship Distance Learning Sites - McMinn County - Lauderdale County	TSBA	February 4 (Tue)
Administrator's Technology Academy	Knoxville	February 25 (Tue)
Board/Superintendent Relations	Knoxville	March 5 (Thu)
Administrator's Technology Academy	Murfreesboro	March 11 (Wed)
Board/Superintendent Relations	Jackson	March 12 (Thu)
Board/Superintendent Relations Distance Learning Sites - McMinn County - Lauderdale County	TSBA	March 26 (Thu)
School Law	Jackson	April 3 (Fri)
School Law	TSBA	April 13 (Mon)
School Law	Knoxville	April 21 (Tue)
Board Policy and Operations	Knoxville	May 5 (Tue)
Board Policy and Operations Distance Learning Sites - McMinn County - Lauderdale County	TSBA	May 8 (Fri)
Board Policy and Operations	Jackson	May 12 (Tue)
Advocating the Board's Vision	Johnson City	June 2 (Tue)
Advocating the Board's Vision	TSBA	June 5 (Fri)
Advocating the Board's Vision	Jackson	June 10 (Wed)
TSBA Summer Law Institute	Jackson	June 26 (Fri)
Other		
Planning: A Joint Venture	Scheduled by request with majority of board & superintendent in attendance Teaming and the School Board Scheduled by request with majority of board & superintendent in attendance	
Teaming and the School Board	Scheduled by request with majority of board & superintendent in attendance Teaming and the School Board Scheduled by request with majority of board & superintendent in attendance	
eBoardsmanship (online)	Individually scheduled by request	
Legal Issues Impacting School Boards (online)	Individually scheduled by request	

State Laws and Regulations

Tenn. Code Ann. 49-2-202(a)(6)

All board members shall be properly trained during their service on the board of education. The minimum requirements for this training shall be established by the state board of education and shall include an annual session for all board members.

STATE BOARD OF EDUCATION RULES AND REGULATIONS, 0520-1-2-.11

- (1) Every member of a local board of education shall participate annually in seven hours of training provided by the School Board Academy. In addition, all newly-elected members of a local board of education shall attend a fourteen hour orientation during their first year in office.
- (2) The School Board Academy shall be administered by the State Department of Education.
- (3) The annual program of the School Board Academy will consist of modules approved by the State Board of Education. The Tennessee School Boards Association (TSBA) shall develop and conduct the majority of the approved modules.
- (4) A School Board Academy Advisory Committee shall be established by the State Board of Education. The Advisory Committee will be responsible for evaluating academy programs. The Advisory Committee will also be responsible for recommending an annual program plan for the academy prior to the beginning of each school year for approval by the State Board of Education. The Advisory Committee will include the Executive Director and the President of the Tennessee School Boards Association, a member of the State Board of Education, the President of the Tennessee Organization of School Superintendents, and the Commissioner of Education or his designee. It will also include others appointed by the State Board of Education for terms designated by the State Board of Education.

Attendance Requirements

EXPERIENCED BOARD MEMBERS

Before January 1, 2019

- Must complete one module before June 30, 2020.
- Must attend the entire module in order to receive credit.

NEW BOARD MEMBERS

After January 1, 2019

- Must attend a two-day Orientation by June 30, 2020.
- Must attend one Module by June 30, 2020.
- It is recommended that board members complete the basic core modules first.
- Must attend the entire module in order to receive credit.

EXCEPTIONS

Exceptions are granted only when extraordinary circumstances prevent a board member from attending a regularly scheduled School Board Academy. The request for an exception must be submitted to Grace Jones at the Tennessee Department of Education Division of Teachers and Leaders at grace.jones@tn.gov or mailed to the below address:

12th Floor Andrew Johnson Tower
710 James Robertson Parkway
Nashville, TN 37243

The request submitted by the superintendent or his/her designee must be accompanied by:

- A certified statement from a physician, if applicable.
- A record of action on the request for an exception by the local board of education at a public meeting.

How to Register

GENERAL INFORMATION

- A limited number of space is available for each School Board Academy.
- In-person sessions with fewer than ten registrants may be cancelled.
- Distance learning sites with fewer than five registrants may be cancelled.

REGISTRATION PROCEDURES

- Review requirements for school board member attendance for the 2019-2020 training cycle.
- Examine the module descriptions you are considering.
- The basic content of the core modules does not change; therefore, board members should only take the core modules once.
- Select the module you wish to attend.
- Complete the applicable registration form found in this catalog or register online at www.tsba.net, scroll over the tab "School Board Academies" or "TSBA Meetings", and click on the drop-down for the meeting you are interested in attending.
- Forward forms to:
TSBA
ATTN: Registrar
525 Brick Church Park Drive
Nashville, TN 37207
Phone: 800-448-6465
Fax: 615- 815-3911
registrar@tsba.net

INFORMATION ABOUT DATES, LOCATION AND DIRECTIONS

If you need to confirm the date and location of an Academy session or need directions, call the Tennessee School Boards Association at 615/815-3908. Information may also be obtained through the TSBA Website at www.tsba.net.

Stipend

New Board Members

Orientation = \$150.00 Stipend (*attendance at both days is required to receive the \$150.00 stipend*)

One 7 hour Module = \$75.00 Stipend

Experienced Board Members

One 7 hour Module = \$75.00 Stipend OR

Planning: A Joint Venture (one-day) = \$75.00 Stipend OR

Planning: A Joint Venture (two-day) = \$150.00 Stipend

While the state provides a stipend for attendance at School Board Academies, meals are not included. However, they do provide for morning and afternoon breaks.

Orientation

LOCATION/DATES

TSBA January 9-10, 2020 (Thu-Fri)

Objective:

To provide an overview of the roles, responsibilities and legal duties of school board members.

Special Consideration:

Board members who assumed office after January 1, 2019, are required to attend the Orientation session before June 30, 2020.

Description:

This session is designed to meet the needs of new board members. Through active participation in this session, you learn the do's and don'ts of effective boardsmanship.

Major topics covered during the session include:

- Education's Governance Structure
- Basics of Boardsmanship
- Finance
- Promotion of the School System
- Board Policies
- Planning
- School Law
- Board/Superintendent Relations
- Board/Staff Relations
- Board/Student Relations
- Hot Topics Facing School Boards

Basic Core Modules

**Board's Role in School Finance
Board/Superintendent Relations
School Law
Board Policy and Operations
Advocating the Board's Vision**

The basic content of the core modules does not change; therefore, board members should only take the core modules once.

Board's Role in School Finance

LOCATIONS/DATES

TSBA	January 16, 2020 (Thu)
Johnson City	January 23, 2020 (Thu)
Jackson	January 30, 2020 (Thu)

Objective:

To provide an overview of the board's role in developing the school system budget.

Description:

In this session, board members will learn their role in the budget process and how it relates to the board's mission and vision for the school system.

Major topics covered during the session include:

- History of School Finance
- Overview of the BEP
- Local Revenue and Federal Funds
- Budget Process
- How to Read a Budget Document
- Factors Affecting a Budget
- Building Support for the Budget

Board/Superintendent Relations

LOCATIONS/DATES

Knoxville	March 5, 2020 (Thu)
Jackson	March 12, 2020 (Thu)
TSBA	March 26, 2020 (Thu)

Objective:

To provide an overview of the roles and responsibilities of the school board and the superintendent.

Description:

This session focuses on ways to select a superintendent, build the board/superintendent team, and evaluate the performance of the superintendent. During the course of the session, you will have the opportunity to look closely at both roles and learn more about interrelationships and independence – two essential elements for successful and productive relations. Participants will also review the elements of a superintendent contract.

Major topics covered during the session include:

- Job Descriptions of Board Members/Superintendents
- Roles and Expectations of Superintendent/Board
- Superintendent Selection
- Employment Contract
- Team Development
- Superintendent Performance Evaluations
- Code of Ethics

School Law

LOCATIONS/DATES

Jackson April 3, 2020 (Fri)
TSBA April 13, 2020 (Mon)
Knoxville April 21, 2020 (Tue)

Objective:

To determine the legalities that govern the school board.

Description:

School board members must be familiar with the legal issues that affect policy. In this session, participants review the legal duties of the school board and the Tennessee Sunshine Law.

Major topics covered during the session include:

- Duties and Powers of the Board, Superintendent, and Local Legislative Body
- Open Meetings and Open Records
- Ethics
- Students' Rights
- Employee Rights

Board Policy and Operations

LOCATIONS/DATES

Knoxville	May 5, 2020 (Tue)
TSBA	May 8, 2020 (Fri)
Lauderdale County - <i>Distant Learning Site</i>	May 8, 2020 (Fri)
McMinn County - <i>Distant Learning Site</i>	May 8, 2020 (Fri)
Jackson	May 12, 2020 (Tue)

Objective:

To provide an overview of the responsibilities of the board and superintendent in board operations and policy development, implementation, monitoring, and evaluation.

Description:

This session focuses on the importance of school board policy and school board operations. Board Members will discuss policy development, parliamentary procedure, and board meeting procedures.

Major topics covered during the session include:

- Structure of Policy
- Policy Development
- Policy Review, Revision, and Oversight
- Administrative Procedures
- Board Operations
- Parliamentary Procedure
- The Board and Employees

Advocating the Board's Vision

LOCATIONS/DATES

Johnson City	June 2, 2020 (Tue)
TSBA	June 5, 2020 (Fri)
Jackson	June 10, 2020 (Wed)

Objective:

To explore the board's role in creating a vision for excellence for all students and in building public support to achieve the vision.

Special Consideration:

Board Members must bring a laptop, iPad, or tablet to this session, along with a copy of their board's strategic plan.

Description:

In this session, participants engage in discussion to learn what vision is, how it is created and the critical components it must include. Board members discover how to build public support from all stakeholders for their school district vision, mission and goals. During this session, participants will see the connection between standards of excellence in all areas of the school operation and the vision that they set as a school board. They will also learn how to use data to assess needs, set goals and determine priorities for the school system.

Major topics covered during the session include:

- Exercising Board Leadership Through the Visioning Process
- Why Boards Need to Have a Vision
- What Vision Is-What Vision Does-What Kills Vision
- Role of the Board and Superintendent in the Vision and Planning Process
- Vision of Students Today
- Translating Vision into Action
- Using Data to Assess Needs and Setting Goals
- Building Stakeholder Support for the Vision
- Working with the Media
- Board's Role as a Creator of Public Opinion

Elective Module

A Deep Dive Into Boardsmanship

Elective modules may be taken to fulfill state training requirements; however, it is strongly recommended that the basic core modules are taken first.

A Deep Dive Into Boardsmanship

LOCATIONS/DATES

TSBA	February 4, 2020 (Tue)
Lauderdale County - <i>Distant Learning Site</i>	February 4, 2020 (Tue)
McMinn County - <i>Distant Learning Site</i>	February 4, 2020 (Tue)

Objective:

To provide a deep dive for seasoned board members into the most important aspects of boardsmanship.

Special Consideration:

This session is designed for seasoned board members who have completed Orientation and a majority of the core modules.

Description:

This session will explore, in depth, answers to the many questions that have arisen since the new board member took office and first attended the Orientation module.

Major topics covered during the session include:

- The Evolution of Boardsmanship
- Promotion of the School System
- School Law
- Board/Superintendent Relations
- Board Relationships with Staff/Students
- Hot Topics Facing School boards

Online Modules

eBoardsmanship Legal Issues Impacting School Boards

Online modules may be taken to fulfill state training requirements; however, it is strongly recommended that the basic core modules are taken first.

eBoardsmanship (*online course*)

Individually scheduled by request. This module can only be taken once.

Objectives:

1. To provide a Boardsmanship Profile to board members.
2. To offer recommendations to increase knowledge and skills in key areas.
3. To determine the effectiveness of the School Board Academy Modules.

Special Considerations:

- Board members must have access to a computer with internet connectivity.

Description:

This assessment module is a way for board members, the Tennessee Department of Education and TSBA to work hand in hand to determine if the modules are taught in a way that is helpful and memorable to you. This tool identifies your areas of expertise and provides suggestions for obtaining additional information in areas that can help you, as a board member, to grow professionally.

TSBA will provide a web-based “eBoardsmanship” module and you will work through the four sections of the module:

- 1) Board Game
- 2) Mini-Scenarios
- 3) Structured Situational Analysis
- 4) Video Clips

Once you have completed the four sections online, your responses will be tabulated and the results provided to you online in a Boardsmanship Profile that identifies your expertise in each of the Modules. The profile includes an explanation of scores as well as suggestions and ideas to help you further develop your knowledge and skills. Verifications of completion will be sent to TSBA.

Legal Issues Impacting School Boards

(online course)

Individually scheduled by request. This module can only be taken once.

Objective:

To provide board members with a basic understanding of key school law issues and keep board members up to date on the most current developments in school law so they will have the information they need to make sound reasonable decisions.

Special Considerations:

- Board members must have access to a computer with internet connectivity.

Description:

This online module consists of seven separate modules each covering a different school law issue. The modules may be completed as a group or may be done on an individual basis however to receive school board academy credit, all modules must be completed during the 2019-2020 fiscal year.

The modules include:

- Open Meetings and Open Records
- Parliamentary Procedure
- Employee Rights and Relations
- Ethical Guidelines for School Board Members
- Legislative Advocacy and the School Board
- The Bill of Rights and its Impact on School Districts
- The Board-Superintendent Relationship

Joint Academy Modules

**Teaming and the School Board: Working Together to
Improve Student Achievement**

Planning: A Joint Venture Part I and Part II

*The superintendent and the board must attend these sessions as a team.
No partial credit will be granted.*

Teaming and the School Board

Scheduled by Request

Objective:

To increase collaboration and productivity in a school governance team and support high achievement for all children.

Special Consideration:

The superintendent and majority of the school board must attend.

Description:

Managing a school system is “big business” that educates the majority of tomorrow’s citizens and the success of a school governance team is directly related to the future of our nation.

Major topics covered during the session include:

- Understanding Groups and Teams
- Behavior of School Board Members in Board Situations
- Effective Communication Among the Board Team
- Effective Governance Team
- Trust Building Behaviors
- Build an Effective Board/Superintendent Relationship

Planning: A Joint Venture Part I & II

Scheduled by Request

Objectives:

1. To develop practical skills and increase knowledge in the planning process.
2. To provide superintendents and board members with methods to develop a common vision and mission statement.
3. To develop strategies for setting system goals.
4. To monitor/evaluate results to bring about systematic change.
5. To provide follow-up and support in Part II for boards who have previously attended a Joint Venture Session.

Special Considerations:

- The superintendent and majority of the school board must attend.
- Superintendents and school board members meet in large group, presentation, and discussion sessions with other systems as well as with team members in small group settings throughout the two-day workshop experience. The casual meeting site facilities provide a relaxed atmosphere and open communication.

Description:

Planning: A Joint Venture I

The importance of planning for a school system's future is the major focus of this institute. The Tennessee Department of Education and the Tennessee School Boards Association present the steps for establishing a school system's mission and vision. Also included are strategies to help you plan for school improvement through goal setting, and definitions of strategies, as well as methods to monitor and evaluate results to help you modify plans over time. Participants discuss how to incorporate the State Department of Education's Strategic Plan and the State Board of Education's Performance Standards/Master Plan into a school system's plan.

Planning: A Joint Venture II

For those boards that have attended Planning: A Joint Venture I, Planning: A Joint Venture II is available. In this session boards review their beliefs and mission statements and report the progress they have made toward their goals. Prior to the sessions, board members are asked to complete a board self-evaluation instrument and send it back to TSBA to tabulate and analyze. During the session, the facilitator shares the results with the board and leads members through a process to discover ways to improve. Each board has the opportunity to further develop its strategic plan, including in-depth exploration of a board project, or the board may focus exclusively on plans for board improvement.

Optional Credit Modules

TSBA Summer Law Institute
TSBA/TETA Technology Safety Symposium
TSBA Board Chairman Workshop
TSBA Leadership Conference
TETA Administrator's Technology Academy

*Optional Credit Modules fulfill annual training requirements.
Registration fees are associated with some Optional Credit Modules.*

TSBA Summer Law Institute

LOCATIONS/DATES

Gatlinburg July 19-20, 2019 (Fri-Sa)
Jackson June 26, 2020 (Fri)

Objectives:

1. To review current legal and legislative issues and to develop understanding of these issues.
2. To discover implications for board members and school systems.

Description:

Are you interested in the most up-to-date decisions regarding school cases in Tennessee as well as the rest of the nation? Do you want to know what laws were passed by the General Assembly in the last session? Then this training is for you! During this meeting participants are provided with a review of Tennessee and national school cases, the Attorney General Opinions, and new laws passed by the General Assembly.

A registration fee is associated with this institute. To register contact TSBA.

TSBA/TETA Technology Safety Symposium

LOCATION/DATE

TSBA August 23, 2019 (Fri)

Objective:

To provide critical information to board members on how to keep their students safe from online predators and their school district up-to-date on the latest technology.

Description:

During this symposium, attendees will be given an overview of social and emotional learning with the use of technology; data privacy with vendors; appropriate behavior of employees on social media; digital citizenship with students and the uses of eRate funds. The U.S. Department of Homeland Security will give a presentation on how to keep children safe from online predators through education and awareness; how to stay safe online and how to report abuse and suspicious activity.

A registration fee is associated with this workshop. To register contact TSBA.

TSBA Board Chairman Workshop

LOCATION/DATE

TSBA October 4, 2019 (Fri)

Objective:

To provide board chairmen with critical information about the duties and responsibilities of their leadership role.

Description:

As the board chairman, your role on the board takes on a new dimension. This workshop was developed to help you meet the requirements of your position and provide tools to assist you to build a better school board.

Effective meeting management is a major focus of this session. You are also introduced to parliamentary procedure, legal requirements of board meetings, and staff relations. Participants are engaged in activities that develop critical skills to deal more effectively with media and the public.

A registration fee is associated with this workshop. To register contact TSBA.

TSBA Leadership Conference

LOCATION/DATES

Nashville November 14-15, 2019 (Thu-Fri)

Objective:

To provide local board chairmen with the necessary tools to work effectively with the superintendent, other members of the board, the local funding agency and the public to improve student achievement.

Description:

In this workshop you have the opportunity to network with other experienced board chairmen. This interaction enables you to examine leadership styles, team building techniques and to learn the traits of effective leaders.

A registration fee is associated with this conference. To register contact TSBA.

TETA Administrator's Technology Academy

LOCATIONS/DATES

Henderson	January 21, 2020 (Tue)
Knoxville	February 25, 2020 (Tue)
Murfreesboro	March 11, 2020 (Wed)

The Tennessee Educational Technology Association (TETA) Administrator's Technology Academy is held every year at three regional locations. The goal of the academies is to provide new and innovative ways to implement technology with the goal of improving student learning.

To register, contact TETA Executive Director, Joan Gray at Joan.Gray@teta.org.

School Board Academy Local Option Credit

The School Board Academy program offers Local Option Credit. Individual boards of education can submit a training workshop that they are conducting in their system for possible local option credit by submitting a request form to the Tennessee Department of Education Office of Deputy Commissioner/Chief Academic Officer and Division of Teachers and Leaders before the training occurs. The request form and guidelines for Local Option Credit may be obtained from TSBA's website at *www.tsba.net*, then click on the tab titled, "School Board Academies", and then select the link on the right-hand column titled, "Local Option Credit Form". Email the completed form and supporting material to *grace.jones@tn.gov*.

The form must include the title and description of the workshop along with the total number of hours. The goals of the Local Option training must reflect the School Board Competencies identified in the School Board Academy Program. If approved, school board members can use this local training event to fulfill their mandatory school board training requirement. Registration, cost and other expenses to attend are the responsibility of the individual board member.

Tennessee Department of Education

2019-2020 School Board Academy

NEW BOARD MEMBER (After January 1, 2019) Registration Form

Name of School System: _____

Name: _____

Mailing Address: _____

City: _____ Zip: _____

Daytime Phone with Area Code: (_____) _____

Email Address: _____

School board members elected/appointed after January 1, 2019, are required to attend a two-day **Orientation Module** and **one Academy Module** before June 30, 2020.

A. I will be attending the Orientation Module on January 9-10, 2020 at the TSBA Headquarters in Nashville, Tennessee.

B. **Academy Module:** Please list the title, location and date of the annual academy module you would like to attend.

Academy Module: _____
Title Location Date

Submit Form to TSBA via:

Email: registrar@tsba.net

Fax: (615) 815-3911

For registration information or assistance call the Tennessee School Boards Association at 800-448-6465, ext. 3908 or (615) 815-3908.

Tennessee Department of Education
2019-2020 School Board Academy

EXPERIENCED BOARD MEMBER
(Before January 1, 2019)
Registration Form

Name of School System: _____

Name: _____

Mailing Address: _____

City: _____ Zip: _____

Daytime Phone with Area Code: (_____) _____

Email Address: _____

Experienced board members must attend ONE Academy Module before June 30, 2020.

Please list the title, location and date of the annual academy module you would like to attend.

Academy Module: _____
Title Location Date

Submit Form to TSBA via:

Email: registrar@tsba.net

Fax: (615) 815-3911

*For registration information or assistance call the Tennessee School Boards Association at
800-448-6465, ext. 3908 or (615) 815-3908.*

Tennessee School Boards Association

525 Brick Church Park Drive

Nashville, TN 37207

www.tsba.net

TSBA District Policy Manual Maintenance and On-line Service Agreement

This Services Agreement("Agreement") is made and entered into by and between **Jackson-Madison Board of Education**, hereinafter called "School District," and the **Tennessee School Boards Association**, hereinafter called "TSBA," provides as follows:

I. PURPOSE

TSBA agrees to perform the services enumerated in Article III-B of this Agreement for the purpose of assisting School District to maintain its District Policy manual in current condition and to provide the District Policy Manual on TSBA's web site.

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

The electronic formatting of policies is the intellectual property of TSBA.

II. TERM

The term of this Agreement shall be for three (3) years from effective date – 02/01/20.

III. SERVICES

A. School District shall:

1. Designate a member of the administrative staff to serve as liaison with TSBA for the duration of this Agreement, and so advise TSBA.
2. Provide TSBA with any desired revisions or additions to policy manual in a timely manner.

B. TSBA shall:

1. Monitor changes in state and federal law and customize applicable district policies to incorporate changes.
2. Review and edit district-originated policy revisions and additions and provide legal review when needed.
3. Provide School District with sample policies upon request.
4. Advise School District on policy manual topics and organization.

5. Conduct periodic policy manual audits to ensure that all policies are in compliance with current laws.
6. Maintain an up-to-date copy of the School District's policy manual.

IV. Fees/Fee Payment Schedule

In consideration of the services set forth in Section III-B of this agreement, School District shall pay to TSBA the fee of \$16,500 for a three-year subscription to the Policy Maintenance/On-line Service. Payment of the three-year subscription shall be as follows:

1/3 due on the effective date of this agreement	(02/01/20)	<u>\$5,500.00</u>
1/3 due one year from effective date of agreement	(02/01/21)	<u>\$5,500.00</u>
1/3 due two years from effective date of agreement	(02/01/22)	<u>\$5,500.00</u>

Thirty days before the expiration date (02/01/23), TSBA will send a notice of renewal to the district including any price increase or other changes in such service.

For the
Tennessee School Boards Association

For the
School District

Director of Policy Services

Director of Schools

Date

Board Chairman

Date

Please sign both copies of this Agreement. One copy is to be retained by the district and one copy is to be returned to TSBA Policy Services.

Date Requested	Requisition #	PO#	Vendor	OBJECT	PO Amount
					\$ 199,657.00
7/8/2019	20000556	2000397	Rainey/Kizer	533100	175000.00
7/8/2019	20000349	2000220	Park Vista-Gatlinburg	552400	300.00
7/15/2019	20001017	2000884	TSBA BOEconnect	547100	2000.00
7/9/2019	20000725	2000574	Leadership Registrtation	552400	4000.00
7/9/2019	20000726	2000575	Leadership Gaylord	552400	5000.00
7/9/2019	20001192	2001064	TSBA Fall District	552400	660.00
			refund Kevin	60.00	
7/15/2019	20001016	2000883	TSBA Membership	532000	8347.00
7/9/2019	20000775	2000709	Sam's	549900	1000.00
7/17/2019	20001119	2000989	Wal-mart	549900	200.00
7/18/2019	20001193	2001065	TSBA Board Chairman	552400	375.00
7/19/2019	20001190	2001063	TSBA/TETA Conference	552400	625.00
7/30/2019	20001495	2001354	Lexis Nexis Books	549900	450.00
8/13/2019	20002225	2001996	Heavenly Ham	549900	250.00
9/12/2019	20003214	2002911	Kent Freeman	549900	200.00
9/23/2019	20003600	2003280	Hobby Lobby	549900	150.00
8/7/2019	20002001	2001790	Liberty Culinary	549900	150.00
10/28/2019	20004779	2004332	Panera Bread	549900	100.00
10/28/2019	20004778	2004330	Chick-fil-A	549900	100.00
10/29/2019	20004771	2004374	Tacos 4 Life	549900	300.00
12/8/2019	20005993	2005543	Heavenly Ham	549900	200.00
12/4/2019	20005951	2005430	The Blacksmith	549900	250.00
					\$ 199,657.00
					PO Amount

Vendor	PO #	INVOICE #	OBJECT	Submitted for +A1:I183FINANCE Paymer		
				Date Paid	BATCH	AMOUNT
						\$ 135,383.10
Rainey/Kizer	2000397		533100			
		July retainer			2030	4,500.00
		August retainer			2236	4,500.00
		Madison/East Jackson			2340	3,822.50
		General Files			2340	19,376.35
		Deloach/Johnson			2340	314.25
		September Retainer			2526	4,500.00
		October Retainer			2732	4,500.00
		November Retainer			3033	4,500.00
		December Retainer			3223	4,500.00
		January Retainer				
		February Retainer				
		March Retainer				
		General Files			2789	19,987.90
		Hilton			2789	76.00
		Public Private			2789	8,610.15
		Deloach/Johnson			2789	9,905.85
		Collaborative Conferen			3231	4,516.30
		Public Private			3231	20,029.90
		Civil Rights			3231	494.00
		Deloach/Johnson			3231	4,969.43
		General Files			3231	99.75
Rainey/Kizer	1911543	B. Ross	533100		2453	139.20
Park Vista - Gatlinburg	2000220	did not attend	552400			
TSBA BOEconnect	2000884		547100			
TSBA Leadership registration	2000574		552400		PCARD	3,475.00
Gaylord Leadership	2000575		552400			

TSBA membership	2000883.00		53200		
		31141			2092
					8,347.00
Sam's	2000709		549900		
		8/16/2019			PCARD
		10/22/2019			PCARD
		12/3/2019			
					135.13
					144.29
					257.48
Wal-mart	2000989		549900		
		7/18/2019			PCARD
		8/16/2019			PCARD
		11/1/2019			PCARD
		11/11/2019			PCARD
		12/9/2019			
					13.48
					54.28
					58.01
					16.17
					19.07
Lexis Nexis Books	2001354		549900		
		10/29/2019			2982
					452.61
Heavenly Ham	2001996		549900		
		8/15/2019			PCARD
					172.30
Liberty Tech Culinary	2001790	103921	549900		2526
TSBA/TETA Conference	2001063	31900	549900		2322
TSBA Fall District	2001064		552400		
		31922			2322
		refund for Kevin 60.00			
					660.00
					660.00
TSBA Board Chairman	2001065		552400		
		31903 Janice			2322
		32180 James			2688
		James reimbursement			2789
					125.00
					125.00
					124.08
Kent Freeman	2002911		549900		
Hobby Lobby	2003280		549900		
		9/24/2019			PCARD
					49.01
Chick fil-A	2004330		549900		
		11/2/2019			PCARD
					72.90
Panera	2004332		549900		

		11/4/2019			PCARD	59.98	
Tacos 4 Life	2004374		549900				
		11/2/2019			PCARD	239.75	
Heavenly Ham	2005543		549900				
		12/9/2019				91.45	
The Blacksmith	200543	12/4/2019	549900				
		12/5/2019 Board & TSBA				164.53	
NSBA Conference Chicgao	2004780	Hotel-Hyatt Regency	552400				
NSBA Registration	2004108		552400				
NSBA airflight							
						\$ 135,383.10	
					Date Paid	BATCH	Amount Paid

LEGAL FEES

G2310000/533100	
Budget Amount	225,000.00

REMAINING BALANCES			\$50,000.00	\$105,797.62
Date	P.O. #	Vendor/ Name	P.O. Amount	Invoice Amt
3/12/2019	1908894	Brenda McCommon	\$ 3,000.00	
4/48/2019		B. Ross		\$ 550.00
5/9/2019		B. Ross		\$ 1,878.00
3/22/2019	1909256	Arlington Community Board of Ed	\$ 10,000.00	
6/17/2019		B. Ross		\$ 8,150.60
5/17/2019	1911139	Brenda McCommon B. Ross	\$ 1,500.00	
6/4/2019	1911543	Chuck Cagel-B. Ross	\$ 10,000.00	
7/16/2019		B. Ross		\$ 2,475.00
8/23/2019		B. Ross		\$139.74
3/22/2019	1909262	Brenda McCommon L. Conner	\$ 3,000.00	
3/22/2019	1909253	Dewsner & Kennedy	\$ 10,000.00	
5/10/209		L. Conner		\$ 805.00
7/9/2018	1900547	Rainey/Kizer PO carried over to FY20		
		Madison Academic and East Jackson	\$1,045.00	
		Taylor Passmore Lane property	\$ 762.85	
		B. Ross	\$ 635.70	
		A. Taylor	\$ 513.00	
		H. Hilton	\$ 266.00	
7/8/2019	2000397	Rainey/Kizer	\$ 175,000.00	
7/1/2019		Retainer for July		\$ 4,500.00
7/29/2019		Retainer for August		\$ 4,500.00
		Retainer for September		\$ 4,500.00
		Retainer for October		\$ 4,500.00
		Retainer for November		\$ 4,500.00
		Retainer for December		\$ 4,500.00
		Retainer for January		
		Retainer for February		
		Retainer for March		
		Retainer for April		
		Retainer for May		
		Retainer for June		
8/13/2019		Madison Academic and East Jackson		\$3,822.50
		General Files		\$19,376.35
		Deloach and Johnson		\$314.25
10/4/2019		General Files		\$19,987.90

		Hilton		\$76.00
		Public Private		\$8,610.15
		Deloach and Johnson		\$9,905.85
12/3/2019		Collaborative Conferencing		\$4,516.30
		Public Private		\$20,029.90
		Civil Rights		\$494.00
		Deloach and Johnson		\$4,969.43
		General Files		\$99.75
		TOTAL	\$175,000.00	\$119,202.38

MISC, ITEMS FOR BOARD/SUPPLIES

G2310000/549900	
Budget Amount	4,000.00

REMAINING BALANCES			\$650.00	\$1,930.88
Date	P.O. #	Vendor/ Name	P.O. Amount	Invoice Amt
7/11/2019	2000709	SAM'S	\$ 1,000.00	
		8/16/2019		\$ 135.13
		10/22/2019		\$ 144.29
		12/3/2019		\$ 257.48
7/30/2019	2001354	Lexis Nexis Books	\$ 450.00	
		Purchase Order Change Order		
		invoice 14146827		\$ 452.61
8/13/2019	2001996	Heavenly Ham	\$ 250.00	
		8/15/2019		\$ 172.30
12/8/2019	2005543	Heavenly Ham Board & Stud Adv	\$ 200.00	
		12/9/2019		\$ 91.45
8/22/2019	2001790	Reconciliation Dinner	\$ 150.00	
		Liberty Culinary Arts		\$ 150.00
9/12/2019	2002911	Kent Freeman	\$ 200.00	
		Averitt Family (TE at Pope)		\$ -
		Collier (Student at Lincoln)		\$ -
9/23/2019	2003280	Hobby Lobby	\$ 150.00	
	9/24/2019	Powell and Stitts Family (Isaac Lane)		\$ 49.01
7/17/2019	2000989	Wal-Mart	\$ 200.00	
		11/1/2019		\$ 58.01
		12/9/2019		\$ 19.07
10/28/2019	2001354	Lexis Nexis Books		
		Purchase Order Change Order		\$ 2.61
10/28/19	2004332	Panera Bread	\$ 100.00	
		11/4/2019		\$ 59.98
10/28/19	2004330	Chick-fil-A	\$ 100.00	
		11/2/2019		\$ 72.90
10/29/19	2004374	Tacos 4 Life	\$ 300.00	
		11/2/2019		\$ 239.75
12/4/19	2005430	The Blacksmith	\$ 250.00	
		12/8/2019		\$ 164.53
TOTAL			\$3,350.00	\$2,069.12

**JACKSON-MADISON COUNTY SCHOOL SYSTEM
MONTHLY HUMAN CAPITAL REPORT**

NEWLY HIRED EDUCATORS

	FIRST NAME	LAST NAME	LOCATION	POSITION	EFFECTIVE DATE	RACE	GENDER
1	SHEILA	BINGHAM	NORTH PARKWAY	REG ED MS TEACHER ELECTIVE	12/02/2019	B	F

EDUCATOR SEPARATIONS

	FIRST NAME	LAST NAME	LOCATION	POSITION	EFFECTIVE DATE	RACE	GENDER
1	ELIZABETH	HOLMES	THELMA BARKER	REG ED K-5 CLASSROOM TEACHER	12/13/2019	W	F
2	TRINA	EDWARDS	ROSE HILL	LIBRARIAN	12/20/2019	W	F
3	KELLY	LITTLE	SOUTH SIDE	REG ED HS TEACHER MATH	12/20/2019	W	F
4	TAMMIE	ROBERTSON	LIBERTY	GRADUATION COACH	12/20/2019	B	F
5	PENNY	MCKINNEY	LIBERTY	SPECIAL ED TEACHER-GP	12/20/2019	W	F
6	LEAH	HACKETT	LIBERTY	REG ED HS TEACHER ELECTIVE	12/20/2019	W	F
7	COLONEL	LEVITICUS	ISAAC LANE	FED PRIORITY SG-TEACHER	12/20/2019	B	M
8	JILL	AVERITT	POPE	REG ED K-5 CLASSROOM TEACHER	12/20/2019	W	F
9	KATELON	TUNSTALL	NORTH PARKWAY	REG ED MS TEACHER SOCIAL STUDI	12/20/2019	W	F
10	ASHLEY	BOLIN	WEST BEMIS	SPECIAL ED TEACHER-GP	12/20/2019	W	F
11	MONTONIA	TAYLOR	NORTH PARKWAY	REG ED MS TEACHER ELA	12/23/2019	B	F

NEWLY HIRED NON-CERTIFIED

	FIRST NAME	LAST NAME	LOCATION	POSITION	EFFECTIVE DATE	RACE	GENDER
1	ABIGAIL	COMER	SUBSTITUTE TEACHER	SUB TEA/SUPPRT-DEGREE/NON-CERT	12/02/2019	W	F
2	SHAUNESSY	WARLICK	NORTH PARKWAY	SPECIAL ED INTERPRETER-IDEA	12/04/2019	B	F
3	MARIA	STEIN	ROSE HILL	FOOD-CAFETERIA STAFF ASST 6 HR	12/04/2019	W	F
4	GWENDOLYN	GAVIN	NORTH PARKWAY	FAMILY LIAISON	12/05/2019	B	F
5	ERNESTINE	FIELDS	TRANSPORTATION	SUB TEA/SUPPRT-DEGREE/NON-CERT	12/06/2019	B	F
6	BLAKE	BUTLER	TRANSPORTATION	BUS SHOP MECHANIC	12/06/2019	W	M
7	REBEKAH	LOWRIE	SUBSTITUTE TEACHER	SUB TEA/SUPPRT-DEGREE/NON-CERT	12/06/2019	W	F
8	TERRICA	HUNT	SUBSTITUTE TEACHER	SUB TEACHER/SUPPORT-NO DEGREE	12/06/2019	B	F
9	EDITH	HARDIN	NORTHEAST	FOOD-CAFETERIA STAFF ASST 6 HR	12/09/2019	B	F
10	ROOSEVELT	DAVIS	TRANSPORTATION	BUS ATTENDANT-SUBSTITUTE	12/09/2019	B	M
11	KENNETH	HOLLIS	ROSE HILL	SPECIAL ED ASSISTANT-GP	12/11/2019	W	M

**JACKSON-MADISON COUNTY SCHOOL SYSTEM
MONTHLY HUMAN CAPITAL REPORT**

12	IMANUEL	HODGES	TRANSPORTATION	BUS DRIVER-REG ED SUBSTITUTE	12/11/2019	B	M
13	JASON	MUTTER	LIBERTY	SPECIAL ED INTERPRETER-GP	12/12/2019	W	M
14	NAOMI	PEARMAN	SUBSTITUTE TEACHER	SUB TEA/SUPPRT-DEGREE/NON-CERT	12/16/2019	B	F
15	CHARLES	MILLINDER	MAINTENANCE	MAINTENANCE-JOURNEYMAN LICENSE	12/16/2019	W	M
16	UNJANAE	JOHNSON	SYSTEMWIDE	TRANSITION COACH-TSW GRANT	12/16/2019	B	F
17	SHERRY	HARWELL	TRANSPORTATION	BUS DRIVER-REG ED SUBSTITUTE	12/16/2019	B	F

NON-CERTIFIED SEPARATIONS

	FIRST NAME	LAST NAME	LOCATION	POSITION	EFFECTIVE DATE	RACE	GENDER
1	MARSHA	TYLER	SOUTH SIDE	SCHOOL SECRETARY-ATTENDANCE	12/06/2019	W	F
2	LINDA	LAIRD	TRANSPORTATION	BUS DRIVER-REGULAR ED	12/20/2019	W	F
3	CHRISS	ELLISON	SOUTH	FOOD-CAFETERIA STAFF ASST 6 HR	12/20/2019	W	F
4	HEATHER	LUTZ	ROSE HILL	SPECIAL ED ASSISTANT-IDEA	12/20/2019	W	F
5	LAURA	TEDFORD	PARKVIEW	LICENSED PRACTICAL NURSE-GP	12/20/2019	W	F
6	CURTISHA	GOODIN	ROSE HILL	FOOD-CAFETERIA STAFF ASST 6 HR	12/20/2019	B	F

Teacher Only December
2019

	Absence No Pay	Annual Leave	Bonus Leave	Death (Non-Imm. Fam.)	Emergency (Non- Cert)	Illness (Employee Only)	LOA (No Pay)	Local Leave (Cert. Only)	Personal Leave	Sick (Ill-Death Imm. Fam)	Total Gen. Absences	Fed Funded Prof. Dev.	GP Funded Prof. Dev.	Total Prof. Absences	FMLA	Workers Comp	Total FMLA / Workers Comp	Association Leave	Jury Duty	Legislative Leave	Military Leave	Total Civic	Total Absenteeism
Alexander	0	0	0	0	0	19	0	0	7	9	35	0	0	0	0	0	0	0	0	0	0	0	35
Andrew Jackson	0	0	0	0	0	12	0	0	1	7	20	0	0	0	0	0	0	0	0	0	0	0	20
Arlington	0	0	0	0	0	30	0	0	5	18	53	0	0	0	0	0	0	0	0	0	0	0	53
Community Montessori	0	0	0	0	0	4	0	0	4	18	26	0	0	0	0	0	0	0	0	0	0	0	26
Denmark	0	0	0	0	0	10	0	5	5	10	30	0	2	2	10	0	10	1	0	0	0	1	43
East	0	0	0	2	0	18	1	0	2	20	43	0	0	0	0	0	0	0	1	0	0	1	44
Isaac Lane	0	0	0	1	0	18	0	0	2	28	49	0	0	0	0	0	0	0	0	0	0	0	49
JCM Early College High	0	0	0	0	0	8	0	0	1	5	14	0	0	0	15	0	15	0	0	0	0	0	29
JCT	0	0	0	0	0	30	0	0	3	13	46	0	1	1	0	0	0	0	0	0	0	0	47
Liberty	0	0	0	3	0	30	0	0	4	15	52	0	3	3	0	0	0	0	0	0	0	0	55
Lincoln	0	0	0	2	0	5	1	0	3	13	24	3	0	3	0	0	0	0	0	0	0	0	27
Madison	0	0	0	0	0	14	0	0	1	7	22	0	0	0	0	0	0	0	0	0	0	0	22
North Parkway	4	0	0	3	0	13	0	0	8	31	59	0	0	0	0	15	15	0	0	0	0	0	74
North Side	0	0	0	0	0	34	1	0	3	38	76	0	0	0	29	0	29	0	0	0	0	0	105
Northeast	0	0	0	0	0	17	14	0	9	16	56	0	0	0	0	0	0	0	2	0	0	2	58
Nova Early Learning Center	0	0	0	0	0	17	12	0	0	13	42	0	0	0	0	0	0	0	0	0	0	0	42
Parkview Learning Center	0	0	0	0	0	4	0	0	1	1	6	0	0	0	0	0	0	0	0	0	0	0	6
Pope	0	0	0	1	0	16	0	0	4	26	47	0	0	0	0	0	0	0	0	0	0	0	47
Rose Hill	4	0	0	0	0	30	0	0	1	33	68	0	1	1	15	0	15	0	1	0	0	1	85
South	0	0	0	0	0	12	0	0	2	13	27	0	0	0	0	0	0	0	1	0	0	1	28
South Side	0	0	0	0	0	11	0	0	7	25	43	0	0	0	0	0	0	0	0	0	0	0	43
Thelma Barker	0	0	0	0	0	30	0	2	3	15	50	0	1	1	0	0	0	0	0	0	0	0	51
West Bemis	15	0	0	0	0	25	0	0	1	11	52	0	1	1	0	0	0	0	0	0	0	0	53
Totals	23	0	0	12	0	407	29	7	77	385	940	3	9	12	69	15	84	1	5	0	0	6	1042

Jackson-Madison County Schools
Checks Greater Than \$14,999.99 (All Funds)
December 2019

VENDOR	CHECK DATE	CHECK NO	AMOUNT	INVOICE DESCRIPTION
ABM INDUSTRY GROUPS, LLC	12/05/19	62368	25,014	Monthly grounds care and maintenance
AMTHOR INTERNATIONAL	12/05/19	62373	62,069	Bid #46- New fuel tank/mounting on truck
KEV GROUP, INC.	12/05/19	62431	20,061	School Cash Online-software, hosting, and training
PATHWAYS OF TN., INC.	12/05/19	62459	45,100	Clinical services- JCT, Lincoln, Andrew Jackson, Liberty, NPMS, Arlington, and Isaac Lane; Day treatment counseling services-SPED
PCS	12/05/19	62461	27,384	Promethean Activepanel whiteboards and installation- Andrew Jackson Elem.
RAINEY, KIZER, REVIERE & BELL	12/05/19	62465	34,609	December 2019 retainer, general files, building projects, and Collaborative Conferencing
SOUTHERN MANAGEMENT SERVICES, LLC	12/05/19	62472	168,206	SMS monthly custodial services
M. PALAZOLA PRODUCE COMPANY	12/12/19	62577	23,246	Bid #21- Fresh fruits and vegetables
SYSCO MEMPHIS, LLC.	12/12/19	62618	405,872	Bid #11- Food and non-food supplies
TURNER HOLDINGS LLC	12/12/19	62626	62,151	Bid #28- Milk products
UNION AUTO PARTS	12/12/19	62628	34,845	Instructional CTE- aligner machine, AC machine, Atlas lift, and supplies for CTE van repair
CDW GOVERNMENT	12/19/19	63032	69,151	Students laptops with charging carts-NPMS and Liberty; supplies & materials
CURRICULUM ASSOCIATES	12/19/19	63041	17,150	iReady Math and Reading license- South Elementary
EDGENUITY, INC.	12/19/19	63047	15,990	Purpose Prep social-emotional learning program license-NPMS and Liberty HS
JOHN J. CAMPBELL, INC.	12/19/19	63081	23,725	Roof replacement- Community Montessori
MSB CONSTRUCTION	12/19/19	63098	85,616	Bid #38- Roof, HVAC, and drainage- East Elementary
JACKSON GENERAL HOSPITAL	12/27/19	63224	47,018	Therapy services- OT/PT

Jackson-Madison County School System

Utility Expense By Location

YTD as of December 31, 2019

Location	Electricity	Natural Gas	Water & Sewer	Total Utilities	Square Footage	Average Cost Per SqFt	# Of Students	Average Cost Per Student
Alexander	36,690	3,020	3,075	42,785	57,070	0.75	352	121.55
Andrew Jackson	51,644	2,456	2,384	56,484	75,976	0.74	464	121.73
Arlington	38,486	2,114	4,319	44,919	80,301	0.56	579	77.58
Barker	38,837	3,214	3,139	45,190	80,256	0.56	730	61.90
Denmark	43,601	928	728	45,257	66,309	0.68	422	107.24
East	42,849	1,295	1,918	46,062	64,224	0.72	561	82.11
JCT	46,032	2,234	2,497	50,763	75,130	0.68	465	109.17
Lane	34,711	3,635	4,603	42,949	75,248	0.57	541	79.39
Lincoln	24,695	3,390	3,616	31,701	46,387	0.68	416	76.20
Formerly Lincoln-Berry St.	19,723	645	555	20,923	54,414	0.38	-	-
Formerly Malesus	6,406	61	1,008	7,475	10,688	0.70	-	-
Community Montessori	48,258	3,989	2,784	55,031	110,031	0.50	536	102.67
Nova Early Learning Ctr	41,355	1,543	4,121	47,019	51,755	0.91	341	137.89
Pope	41,824	2,987	4,624	49,435	62,821	0.79	651	75.94
Rose Hill	51,057	4,952	3,972	59,981	95,240	0.63	620	96.74
South	62,335	3,435	3,402	69,172	64,011	1.08	457	151.36
Total Elementary School	628,503	39,898	46,745	715,146	1,069,861	0.67	7,135	100.23
Northeast	80,471	4,128	7,094	91,693	90,899	1.01	960	95.51
North Parkway	65,188	3,927	12,608	81,723	97,722	0.84	748	109.26
West Bemis	35,578	2,697	2,558	40,833	70,230	0.58	514	79.44
Total Middle School	181,237	10,752	22,260	214,249	258,851	0.83	2,222	96.42
Formerly JCM	23,847	5,975	3,647	33,469	135,646	0.25	-	-
JCM ECH	16,197	385	917	17,499	42,334	0.41	232	75.43
Liberty Tech	108,865	7,191	14,513	130,569	189,385	0.69	853	153.07
Madison Academic	47,576	1,864	8,899	58,339	98,893	0.59	433	134.73
North Side	115,915	9,015	11,291	136,221	216,905	0.63	922	147.75
South Side	101,143	8,278	10,515	119,936	187,790	0.64	917	130.79
Parkview Learning Ctr	24,319	1,979	3,344	29,642	46,996	0.63	-	-
Total High School	437,862	34,687	53,126	525,675	782,303	0.67	3,357	156.59
Total All School Locations	1,247,602	85,337	122,131	1,455,070	2,111,015	0.69	12,714	114.45
Central Office Service Ctr	32,395	1,091	1,158	34,644	61,218	0.57	-	-
Systemwide	11,419	-	-	11,419	-	-	-	-
Transportation Dept.	10,391	1,910	794	13,095	13,511	0.97	-	-
Total NON-School Locations	54,205	3,001	1,952	59,158	74,729	0.79	-	-
Grand Total	1,301,807	88,338	124,083	1,514,228	2,185,744	0.69	-	-

SCHOOL BOARD ANNUAL AGENDA 2019-2020

JANUARY

1. APPROVAL OF TSBA DISTRICT POLICY MANUAL UPDATING SERVICE AGREEMENT (**RENEWAL YEAR**)
2. SCOPE CONFERENCE (ALWAYS HELD IN MARCH)
3. REVIEW BOARD POLICIES – SECTION 2 FISCAL MANAGEMENT
4. APPROVAL OF HEARING OFFICERS
5. BOARD BUDGET PRIORITY APPROVAL

FEBRUARY

1. REVIEW BOARD POLICIES – SECTION 5 – PERSONNEL (THROUGH POLICY 5.310)

MARCH

1. POLICY 4.401-TEXTBOOK EXAMINATION (CENTRAL OFFICE)
2. REVIEW BOARD POLICIES – SECTION 5 – PERSONNEL (BEGINNING WITH POLICY 5.400)
3. TSBA SCHOOL VOLUNTEER AWARD AND STUDENT RECOGNITION AWARD
4. SCOPE PRESENTATION OF CERTIFICATES AFTER CONFERENCE

APRIL

1. APPROVAL OF SUMMER SCHOOL LOCATIONS, TUITION, DATES (CENTRAL OFFICE)
2. TEXTBOOK ADOPTION (CENTRAL OFFICE)
3. APPROVAL OF FEES FOR BEFORE AND AFTER SCHOOL DAY PROGRAMS (CENTRAL OFFICE)
4. REVIEW BOARD POLICIES – SECTION 6 (THROUGH POLICY 6.319)

MAY

1. APPROVAL OF AND AUTHORIZATION FOR THE SUPERINTENDENT TO HANDLE THE CONSOLIDATED FEDERAL APPLICATION FOR THE ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA) AND THE INDIVIDUAL WITH DISABILITIES ACT (IDEA)-ACTION INCLUDES FILING NECESSARY BUDGET REVISIONS, ADDENDUMS OR TRANSFER REQUEST (TITLE 1 PROGRAM)
2. PRESENTATION OF CERTIFICATES TO STUDENT ADVISORY
3. REVIEW BOARD POLICIES – SECTION 6 – STUDENTS (BEGINNING WITH POLICY 6.400)
4. BUDGET APPROVAL
5. TEACHER OF YEAR LUNCHEON (NOTIFY BOARD MEMBERS IN ADVANCE)
6. TEACHER APPRECIATION WEEK (BOARD DELIVERY TO SCHOOLS)
7. HIGH SCHOOL GRADUATIONS (NOTIFY BOARD MEMBERS IN ADVANCE)
8. SUPERINTENDENT EVALUATION –SEND EVALUATION TO BOARD MEMBERS
9. TEACHERS GOING ON TENURE AND INFORMATION TO BE REVIEW BY BOARD

JUNE

1. APPROVAL OF AND AUTHORIZATION FOR SUPERINTENDENT TO HANDLE CONSOLIDATED APPLICATION FOR NO CHILD LEFT BEHIND ACT

2. TSBA BOARD OF DIRECTORS APPLICATION
3. SUPERINTENDENT CONTRACT (YEARLY TO EXTENT CONTRACT AND DIFFERENT DURING AN ELECTION YEAR)
4. REPORT ON SUPERINTENDENTS'S EVALUATION

JULY (YEAR STARTS OVER)

1. TSBA FALL DISTRICT MEETING (ALWAYS HELD IN SEPTEMBER)
2. TSBA AWARD FOR EXCELLENCE IN EDUCATION PROGRAM APPLICATION DUE
3. APPROVAL OF SCHOOL BOARD CONFERNECES, WORKSHOPS AND CONVENTIONS – POLICY 1.204

AUGUST

1. TSBA LEADERSHIP CONFERNECE AND CONVENTION (ALWAYS HELD IN NOVEMBER)
2. TSBA LEVEL V – MASTER SCHOOL BOARD MEMBER APPLICATION DEADLINE
3. TSBA SCHOOL BOARD (JMCSS) OF THE YEAR
4. TSBA ALL TENN SCHOOL BOARD (INDIVIDUALS)
5. TSBA SCHOOL OF THE YEAR FOR EXCELLENCE
6. TSBA BOARD OF DIRECTORS OFFICER DEADLINE
7. DISTRICT BOARD ELECTIONS EVERY TWO YEARS
8. NEW SCHOOL BOARD ORIENTATION EVERY TWO YEARS
9. STUDENT ADVISORY COMMITTEE TO BE SELECTED

SEPTEMBER

1. PUBLIC HEARING NOTICE ON FAMILY LIFE EDUCATION PROGRAM (STAFF)
2. APPROVAL OF EXTENDED CONTRACT PLAN (STAFF)
3. ELECTION OF SCHOOL BOARD OFFICES (Chairman, Vice-Chairman, Parliamentarian, TLN Representative)
4. COMMITTEE APPOINTMENTS –BOARD CHAIRMAN (Long Range, Insurance, Budget, Education Vision, Policy, Technology, Sick Leave Bank, Code of Ethics)
5. REVIEW BOARD POLICIES – SECTION 1 – SCHOOL BOARD OPERATIONS
6. NSBA ANNUAL CONFERENCE
7. ELECTION OF NEW SCHOOL BOARD MEMBERS EVERY TWO YEARS

OCTOBER

1. TEXTBOOK COMPLIANCE – TCA 49-3-310 (4) (a) –**REMOVE FROM ANNUAL CALENDAR**
2. REVIEW BOARD POLICES – SECTION 3 – SUPPORT SERVICES
3. BOARD RETREAT
4. BOARD TO START SETTING UP DATES TO MEET WITH LEGISLATORS IN NOVEMBER OR DECEMBER
5. WINSTON TRUETT – FISCAL SERVICES

NOVEMBER

1. REVIEW OF BOARD VISION AND MISSION
2. APPROVAL OF COMPLIANCE REPORT
3. APPROVAL OF TEXTBOOK ADOPTION (CTE DEPT) – YEARS WHEN TO APPROVE
4. REVIEW BOARD POLICIES – SECTION 4 – INSTRUCTIONAL SERVICES

DECEMBER

APPROVAL OF SCHOOL CALENDAR (FROM CENTAL OFFICE)

Jackson-Madison County School System
January 2020
Budget Amendments Summary

Fund #141 General Purpose Schools

1. \$7,096 (new money) Project Lead the Way Grant- This amendment aligns the general ledger to add carryover funds from FY19 to the current year budget.

Fund #142 School Federal Projects

- 2 \$4,000 CTE Perkins Basic- This amendment transfers funds to cover the cost of the purchase of a database management system and the related training.

current

2020-2021 School Calendar

July 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2020						
Su	M	Tu	W	Th	F	Sa
				1	2	3
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2020						
Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2021						
Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2021						
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	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021						
Su	M	Tu	W	Th	F	Sa
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21	22	23	24	25	26	27
28	29	30	31			

April 2021						
Su	M	Tu	W	Th	F	Sa
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2021						
Su	M	Tu	W	Th	F	Sa
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23	24	25	26	27	28	29
30	31					

June 2021						
Su	M	Tu	W	Th	F	Sa
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- No School (vacation/holiday)
- In-service Day (no students)
- Professional Development (no students)
- Parent/teacher conferences
- Report cards go home
- Progress reports go home
- First day for students (semester)
- Last day for students (semester)
- 1/2 Day for students

Jul 29	In-service Day (no students)
Jul 30	In-service Day (no students)
Jul 31	In-service Day (no students) / Registration Available
Aug 3	First full day for students (begin Pre-K/K staggered week)
Sept 3	Half day students/ Parent-teacher conferences
Sept 4	District Learning Day (PD)
Sept 7	Labor Day
Oct 5-9	Fall Break
Nov 3	Election Day/Professional Development Day (No students)
Nov 11	Veterans Day
Nov 25-27	Thanksgiving Break
Dec 21-Jan 1	Christmas Break

Jan 4	In-service
Jan 18	Martin Luther King Jr. Day
Feb 11	Half day students/ Parent-teacher conferences
Feb 12	District Learning Day (PD)
Feb 15	Presidents' Day
Mar 15-19	Spring Break
April 2	Good Friday
May 20	Last day students./half day (report cards go home)
May 21	In-service

Grading Period Schedule by quarter:			
	Start date:	Progress Reports:	End date: Report Cards:
Q1	Aug 3	Sept 1	Oct 2 Oct 13
Q2	Oct 12	Nov 12	Dec 18 Jan 7
Q3	Jan 6	Feb 4	Mar 12 Mar 24
Q4	Mar 22	Apr 21	May 20 May 20

For other upcoming events, visit www.jmcss.org!

Prior



2020-2021 School Calendar

July 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2020						
Su	M	Tu	W	Th	F	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
Su	M	Tu	W	Th	F	Sa
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20	21	22	23	24	25	26
27	28	29	30			

October 2020						
Su	M	Tu	W	Th	F	Sa
				1	2	3
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2020						
Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2021						
Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2021						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2021						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2021						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- No School (vacation/holiday)
- Inservice Day (no students)
- Professional Development (no students)

- Parent/teacher conferences
- Report cards go home
- Progress reports go home

- First day for students (semester)
- Last day for students (semester)
- 1/2 Day for students

- Jul 29 In-service Day (no students)
- Jul 30 In-service Day (no students)
- Jul 31 In-service Day (no students) / Registration Available
- Aug 3 First full day for students (begin Pre-K/K staggered week)
- Sept 3 Half day students/ Parent-teacher conferences
- Sept 4 District Learning Day (PD)
- Sept 7 Labor Day
- Oct 5-9 Fall Break
- Nov 3 Election Day/Professional Development Day (No students)
- Nov 11 Veterans Day

- Jan 4 In-service
- Jan 18 Martin Luther King Jr. Day
- Feb 11 Half day students/ Parent-teacher conferences
- Feb 12 District Learning Day (PD)
- Feb 15 Presidents' Day
- Mar 15-19 Spring Break
- April 2 Good Friday
- May 21 Last day students / half day (report cards go home)
- May 24 In-service

**Teacher Absenteeism
Three Year Comparison**

	2017-2018	2018-2019	*YTD 2019-2020
Alexander	325	178	103
Andrew Jackson	397	323	180
Arlington	507	669	254
Community Montessori	297	363	189
Denmark	317	374	247
East	364	395	149
Isaac Lane	332	463	230
JCM Early College High	133	239	232
JCT	651	588	155
Liberty	1019	1174	438
Lincoln	300	270	227
Madison	345	348	160
North Parkway	635	657	269
North Side	993	1133	502
Northeast	761	776	326
Nova Early Learning Center	364	356	183
Parkview Learning Center	201	312	18
Pope	487	585	227
Rose Hill	517	577	301
South	395	360	185
South Side	587	640	249
Thelma Barker	654	433	199
West Bemis	475	387	253
School Year Totals	11056	11600	5276

***This number is through December 2019.**

Jackson-Madison County School System
School Expenditure Report
YTD as of December 31, 2019

All Funds by Location	Students	Salaries 100-199	Benefits 200-299	Contract Services 300-399	Supplies & Materials (Including Utilities) 400-499	Other Charges 500-599	Equipment & Bldg Improvements 700-799	Total Cost All Categories	Average Total Cost Per Student	Total Utilities	Total Ed Capital
Alexander	352	805,528	201,035	36,580	146,238	3,946	3,912	1,197,239	3,401	42,785	-
Andrew Jackson	464	985,168	239,057	63,133	218,843	14,759	34,864	1,555,824	3,353	56,484	1,794
Arlington	579	1,450,070	361,884	56,356	244,783	17,035	53,655	2,183,783	3,772	44,919	-
Barker	730	1,434,794	347,656	47,848	209,759	2,698	65,856	2,108,611	2,889	45,190	-
Denmark	422	904,363	233,119	42,915	169,598	1,993	10,409	1,362,397	3,228	45,257	3,252
East	561	999,444	242,891	38,943	174,911	756	24,723	1,481,668	2,641	46,062	360
JCT	465	1,278,103	292,543	52,197	198,266	7,504	24,765	1,853,378	3,986	50,763	-
Lane	541	1,244,547	292,380	56,026	187,652	7,377	54,839	1,842,821	3,406	42,949	4,225
Lincoln	416	977,438	234,064	38,454	215,536	3,849	72,530	1,541,871	3,706	31,701	43,367
Formerly Lincoln-Berry St.	0	-	-	3,699	20,923	-	-	24,622	-	20,923	-
Formerly Malesus	0	-	-	3,781	7,475	-	-	11,256	-	7,475	-
Community Montessori	536	990,702	268,625	65,683	160,245	9,080	6,391	1,500,726	2,800	55,031	-
Nova Early Learning Ctr	341	771,424	170,911	37,144	120,021	61	7,919	1,107,480	3,248	47,019	4,995
Pope	651	1,209,360	317,617	44,310	184,691	2,338	16,402	1,774,718	2,726	49,435	-
Rose Hill	620	1,237,902	329,818	65,026	184,558	2,927	7,848	1,828,079	2,949	59,981	-
South	457	899,488	244,456	51,173	193,216	863	7,602	1,396,798	3,056	69,172	-
Total Elementary School	7,135	15,188,331	3,776,056	703,268	2,636,715	75,186	391,715	22,771,271	3,191	715,146	57,993
Northeast	960	1,617,885	446,245	71,744	344,288	6,152	43,069	2,529,383	2,635	91,693	-
North Parkway	748	1,587,202	418,180	75,086	291,394	3,002	116,026	2,490,890	3,330	81,723	-
West Bemis	514	1,119,055	295,804	50,940	163,537	3,066	23,740	1,656,142	3,222	40,833	-
Total Middle School	2,222	4,324,142	1,160,229	197,770	799,219	12,220	182,835	6,676,415	3,005	214,249	-
Formerly JCM	0	-	-	7,211	33,469	-	-	40,680	-	33,469	-
JCM ECH	232	447,560	102,679	75,302	52,572	2,300	12,879	693,292	2,988	17,499	-
Liberty Tech	853	2,379,120	590,731	151,999	342,906	7,409	86,371	3,558,536	4,172	130,569	2,525
Madison Academic	433	999,797	257,434	104,501	180,546	24	4,830	1,547,132	3,573	58,339	8,119
North Side	922	2,157,439	559,450	143,013	371,005	5,454	99,480	3,335,841	3,618	136,221	14,034

Jackson-Madison County School System
School Expenditure Report
YTD as of December 31, 2019

All Funds by Location	Students	Salaries 100-199	Benefits 200-299	Contract Services 300-399	Supplies & Materials (Including Utilities) 400-499	Other Charges 500-599	Equipment & Bldg Improvements 700-799	Total Cost All Categories	Average Total Cost Per Student	Total Utilities	Total Ed Capital
South Side	917	1,992,514	532,015	139,867	353,331	1,561	146,828	3,166,116	3,453	119,936	17,643
Parkview Learning Ctr	0	383,882	77,197	39,203	48,936	-	58,317	607,535	#DIV/0!	29,642	55,827
Total High School	3,357	8,360,312	2,119,506	661,096	1,382,765	16,748	408,705	12,949,132	3,857	525,675	98,148
Total All School Locations	12,714	27,872,785	7,055,791	1,562,134	4,818,699	104,154	983,255	42,396,818	3,335	1,455,070	156,141
Central Office Service Ctr		1,694,351	408,163	86,134	93,386	29,641	5,853	2,317,528	-	34,644	-
Systemwide		1,804,097	802,271	1,373,319	2,370,775	1,888,617	989,173	9,228,252	-	11,419	906,209
Private Schools		10,452	152	11,791	17,592	45,241	-	85,228	-	-	-
Juvenile Court Services		15,650	227	3,622	624	855	-	20,978	-	-	-
Maintenance Dept.		633,336	163,791	18,049	25,257	2,294	19,298	862,025	-	-	19,298
Transportation Dept.		1,625,819	385,177	44,915	646,119	6,574	13,398	2,722,002	-	13,095	13,398
Technology Dept.		274,799	77,159	9,882	6,440	-	4,713	372,993	-	-	-
Total NON-School Locations		6,058,504	1,836,940	1,547,712	3,160,193	1,973,222	1,032,435	15,609,006	-	59,158	938,905
Grand Total		33,931,289	8,892,731	3,109,846	7,978,892	2,077,376	2,015,690	58,005,824	-	1,514,228	1,095,046

Fund											
General Purpose		29,567,524	7,941,126	2,773,051	5,178,649	1,800,183	235,990	47,496,523	-	1,514,228	-
Federal Projects		3,118,593	654,736	103,389	503,613	267,894	659,558	5,307,783	-	-	-
Food Services		1,245,172	296,869	167,432	2,296,630	2,128	98,241	4,106,472	-	-	-
Education Capital		-	-	65,974	-	7,171	1,021,901	1,095,046	-	-	1,095,046
Grand Total		33,931,289	8,892,731	3,109,846	7,978,892	2,077,376	2,015,690	58,005,824	-	1,514,228	1,095,046

Jackson-Madison County School Board Meeting
December 12, 2019 5:30 PM
Jackson-Madison County Board of Education

Attendance Taken at 5:30 PM.

Mr. Kevin Alexander: Present
Mr. Wayne Arnold: Present
Ms. Doris Black: Present
Jim Campbell: Present
Mrs. Janice Hampton: Present
Mr. James Johnson: Present
Mr. A. J. Massey: Present
Mr. Morris Merriweather: Present
Mrs. Shannon Stewart: Present

Morris Merriweather came into the meeting at 5:31 pm after the attendance was taken by the Board Secretary. He was present for most of the voting. Mr. Merriweather was out of the room during the voting for Impartial Hearing Authority, Disciplinary Hearing Authority and Insurance Rates.

1. **CALL TO ORDER**

Discussion: James Johnson Chairman called the meeting to order at 5:30 pm

A. MOMENT OF SILENCE

Discussion: James Johnson asked for a moment of silence

B. LIBERTY TECH AIR FORCE ROTC TO PRESENT THE COLORS - UNDER THE DIRECTION OF CHIEF WALLY LITRELL AND MAJOR CHRIS HONEYCUTT

Discussion: The Liberty Tech High School Air Force ROTC presented the Colors under the direction of Chief Wally Littrell and Major Chris Honeycutt

C. PLEDGE OF ALLEGIANCE

2. **APPROVALS**

A. APPROVAL OF CONSENT AGENDA - FINANCIAL REPORTS, HUMAN CAPITAL REPORT, PURCHASING COOPERATIVES, MINUTES FROM NOVEMBER 7, 2019 AND NOVEMBER 25, 2019

Discussion: Shannon Stewart and Wayne Arnold had concerns with the Budget Amendment lines #12 and #13. Due to the concerns of these amendments, the Jackson-Madison County School Board removed line items #12 and #13 and approved the Consent Agenda.

Action(s):

Motion Passed: A motion was made to remove item #12 and #13 from the Budget Amendments Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

B.APPROVAL OF DECEMBER 12, 2019 AGENDA

Discussion: The December Agenda was approved by the Jackson-Madison County School Board

Action(s):

Motion Passed: A motion was made to approve the December Agenda Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Shannon Stewart.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

3. APPEARANCE BEFORE THE BOARD

Discussion: There were no appearances before the Board at the December 12, 2019 Board meeting.

4. JMCEA ANNOUNCEMENTS

Discussion: Janis Carroll mentioned that the PECCA Team has not been approved by the JMCEA Representatives. Mrs. Carroll feels, that the calendar does not have the appropriate number of days listed for the 2020-2021 School Year and that Teachers with a level of 1,2 3 are being taxed higher due to how the pay is paid out. Mrs. Carroll read messages from Teachers that are not happy with several issues in the systems.

5. **FINANCIAL REPORT**

A. JMCSS FISCAL SERVICES DIRECTOR-BUDGET AMENDMENTS, MONTHLY FINANCIAL STATEMENT, QUARTERLY EXPENDITURE ANALYSIS AND CHECK LIST

Discussion: Holly Kellar did not have any updates from Monday Work Session for Board Members at the Board Meeting. There were two Education Capital budget amendments were pulled from the consent agenda. These were reviewed during the time set aside for Financial Reports. Item #12, \$890,462 Engineering fees associated with the following: locker room at JCT (\$150,000); locker room at West Bemis (\$150,000); Lincoln masonry (\$44,087); Alexander reroof and HVAC (\$456, 548 less \$200,000 from current budget); JCM and Madison Campus (fees associated with stadium for JCM/Madison (\$289,827).

This amendment was approved for the requested amount less the amount for JCM/Madison \$289,827.

Item #13, \$197,951 Funding for the following projects: SSHS greenhouse (\$93,354); power for bleachers at Lincoln (\$3,260); power for bleachers at East (\$4,180); Isaac Lane playground (\$15,283); Andrew Jackson-paint for exterior (\$15,720); Parkview-paint for exterior (\$49,595); Parkview kitchen entrance (\$12,605); Pope entrance window (\$3,954). The amendment was approved for the requested amount.

B.MADISON COUNTY FINANCE DIRECTOR-FINANCIAL UPDATES

Discussion: There were no questions for Karen Bell from the School Board Members.

6. **ACTION ITEMS**

A. APPROVAL OF THE TSBA INTERIM REPORTS

Discussion: Ben Torres presented to the School Board members the results of criteria from having Community Forums and an Online Survey for a Superintendent. Mr. Torres was needing the Board Members to approve the Criteria on page 21 and the Procedures on page 4 for the Brochure to be presented for applications.

Morris Merriweather made a motion for the next Superintendent to have the following criteria; five (5) years classroom teaching experience, five (5) years Administrator experience and five (5) years as an Administrator in a district. Doris Black seconded the motion

Morris Merriweather amended the motion to say; five (5) years classroom teaching experience and five (5) years Administrator experience and remove the the five (5) years Administrator experience in the district. Janice Hampton seconded the motion

Ben Torres recommended that the Board to say, 3-5 years experience Administrative within a system and Dale Thomas recommended that the Board to say, 3-5 years experience in classroom and 3-5 years experience as an Administrator.

Roll Call Vote: Kevin Alexander - NO, Wayne Arnold - NO, Doris Black - YES, Jim Campbell - NO, Janice Hampton - YES, AJ Massey - NO, Morris Merriweather - YES, Shannon Stewart - NO, James Johnson - YES = **MOTION FAILED with five NO and four YES.**

Wayne Arnold made a motion for the next Superintendent to have the following; 3-5 years

classroom teaching experience required, 3-5 years Administrator experience required, Master Degree required and a Doctorate Degree preferred. Doris Black seconded the motion

Roll Call Vote: Kevin Alexander - YES, Wayne Arnold - YES, Doris Black - YES, Jim Campbell - YES, Janice Hampton - NO, AJ Massey - YES, Morris Merriweather - NO, Shannon Stewart - YES, James Johnson - NO = **MOTION PASSED with six YES and three NO for a minimum criteria.**

AJ Massey made a motion to approve the Proposed Criteria from TSBA on page 21, Shannon Stewart seconded the motion and the motion was unanimously approved.

Morris Merriweather made a motion to have additional criteria added for the next Superintendent; Turnaround experience with data to prove it and experience in school discipline and data to prove it. Doris Black seconded the motion

Roll Call Vote: Kevin Alexander - NO, Wayne Arnold - NO, Doris Black - YES, Jim Campbell - NO, Janice Hampton - YES, AJ Massey - NO, Morris Merriweather - YES, Shannon Stewart - NO, James Johnson - NO = **MOTION FAILED with six NO and three YES**

B. APPROVAL OF IMPARTIAL HEARING OFFICERS

Discussion: The JMCSS Board needed to approve the Impartial Hearing Officers to be used during the year 2019-2020. The following Impartial Hearing Officers were approved; Bill Barron, Christopher Hayden, Thomas Minor, Valerie Speakman, Jonathon Steen, Jennifer Craig and Craig Kennedy.

Morris Merriweather was out of the room during the voting for this action.

Action(s):

Motion Passed: A motion was made to approve the 2019-2020 Impartial Hearing Officers Passed with a motion by Mrs. Janice Hampton and a second by Mr. Kevin Alexander.

Voting Detail:

Mr. Kevin Alexander:	Yes
Mr. Wayne Arnold:	Yes
Ms. Doris Black:	Yes
Jim Campbell:	Yes
Mrs. Janice Hampton:	Yes
Mr. James Johnson:	Yes
Mr. A. J. Massey:	Yes
Mr. Morris Merriweather:	Yes
Mrs. Shannon Stewart:	Yes

C. DISCIPLINARY HEARING AUTHORITY

Discussion: The JMCSS Board was given two appeals from parents to review. The December Board meeting will not be used as a hearing for the parent to speak. If the Board does not grant

a hearing, then the Board must decide whether to affirm, reverse or modify the decision of the DHA and Superintendent. This decision will be based solely on the record provided to the Board. If an appeal is a zero tolerance case, the Board cannot modify the calendar year suspension as that can only be modified by the Superintendent.

Morris Merriweather was out of the room during the voting for this action.

Action(s):

Motion Passed: A motion was made to uphold the decision of the DHA and the Superintendent for the North Side High Student Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

Motion Passed: A motion was made to uphold the decision of the DHA and the Superintendent without a hearing for the Liberty Tech Student Passed with a motion by Mr. Wayne Arnold and a second by Mr. Kevin Alexander.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

Motion Passed: A motion was made to uphold the DHA and the Superintendent without a hearing for the Liberty Tech High Student Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes

Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

D. APPROVAL OF INSURANCE RATES

Discussion: The Insurance Committee meeting was on December 4, 2019 at 10:00 a.m. Ray Washington mentioned that the Jackson-Madison County School System made an adjustment of 5% in the budget for an increase with Dental Insurance. The adjustment of 5% was not enough to cover the Dental Insurance increase. The increase for employees would arrange from sixty-one cents (.61) to one dollar and fifty-two cents (1.52) depending on the plan that they were using.

Morris Merriweather was out of the room while voting on this action.

Action(s):

Motion Passed: A motion was made by the Insurance Committee to recommend that the Board approve the increase to Dental Insurance. Passed with a motion by Mr. A. J. Massey.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

E. APPROVAL OF 2020-2021 SCHOOL CALENDAR

Discussion: Kevin Alexander is proposing that the Board review the calendar further in our January Work Session due to concerns from the JMCEA President.

Action(s):

Motion Passed: A motion was proposed to further discuss the calendar in the January Work Session and to vote on the calendar in February. Passed with a motion by Mr. Kevin Alexander and a second by Mr. Morris Merriweather.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes

Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

F. APPROVAL OF POLICIES REVISIONS AND ISSUE DATES ON THE FIRST READING
WAVING THE SECOND READING

Discussion: The following Jackson-Madison County School System Policies were to be approved at the December 12, 2019 Board meeting; 1.101 Role of Board of Education, 1.202 Board Member Legal Status, 1.2021 Boardsmanship Code of Conduct, 5.800 Director of Schools, 5.801 Director of Schools Recruitment and Selection, 5.802 Qualifications and Duties of the Director of Schools, 1.3019 Teacher Retention Committee, 1.8021 Non-Discrimination, 1.804 Drug Free/Workplace, 2.601 Fundraising Activities, 5.602 Staff Time Schedules, 6.308 Bus Safety and Conduct, 4.300 Extracurricular Activities, 4.301 Interscholastic Athletics, 6.313 Disciplinary Procedures (delete), 6.300 Code of Conduct and 1.805 Use of Electronic Mail. The Board will pull Policy 6.312 Use of Personal Communication Devices and Electronic Devices until further review.

Action(s):

Motion Passed: A motion was made by the Policy Committee for the Board to approve the following policies for revisions or issue dates updated on the first reading and waving the second reading. Passed with a motion by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

G. APPROVE BOARD GOALS

Discussion: James Johnson, JMCSS Chair, mentioned that the following revisions would need to be made to the JMCSS Strategic Plan; Mission and Vision Statement, Improve Teacher Retention and Attendance numbers from page 6 to page 14 under Critical Areas in need of improvement.

Action(s):

Motion Passed: A motion was made to approve the revisions of the following to the Strategic Plan; Vision and Mission Statement, Improve Teacher Retention and Attendance Numbers from page 6 to page 14 under Critical areas in need of improvement. Passed with a motion by Mr. A. J. Massey and a second by Mr. Morris Merriweather.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

7. **ITEMS REMOVED FROM CONSENT AGENDA**

Discussion: The Jackson-Madison County School Board removed Budget Amendment Items #12 and #13 from the report. The Board would like a detailed report for the amounts used in these budget amendments.

Action(s):

Motion Passed: A motion was made to remove items #12 and #13 from the Consent Agenda Passed with a motion by Mr. Wayne Arnold and a second by Mr. Morris Merriweather.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

8. **ITEMS ADDED TO THE AGENDA PER VOTE UNDER ITEM 2.2**

Discussion: There were no items added to the agenda for a vote

9. **COMMITTEE REPORTS**

A. **BUDGET COMMITTEE**

Discussion: Jim Campbell gave an update to the Board of the discussion from the Budget Committee. Mr. Campbell presented the Budget Calendar and the detailed budget expenses to the Board.

B. **INSURANCE COMMITTEE**

Discussion: AJ Massey did not have any further information for the Board

C.POLICY COMMITTEE

Discussion: Janice Hampton did not have any further information for the Board

10. **SUPERINTENDENT'S REPORT**

Discussion: Ray Washington mentioned that they were having interviews for a Construction Worker to be used by the system and the Fire Marshall will be issuing permits.

A.ACADEMIC REPORT

Discussion: Jared Myracle presented a power point for the Board. The following information was in the power point for the Academic Update; Alumni Feature - any pasted Alumni could be submitted to be featured on the district media and website, L.O.O.P. Growth - January 2019 had 3 industry partners and 18 students, January 2020 will have 6 industry partners and 42 students, L.O.O.P. Recognitions - program highlighted by New Skills for Youth/J.P. Morgan Chase Foundation, District math Recognition - Eureka Math scores up for Students and for Teachers too and Curriculum Implementation for every student in every grade have been issued.

11. **LEGISLATIVE CONTACT REPORT EMAILED TO BOARD SECRETARY**

Discussion: There were no Legislative Contacts reported to the Board Secretary.

12. **CONSENT AGENDA**

- A. FINANCIAL REPORTS - CHECK LIST, FINANCIAL REPORT, BUDGET AMENDMENTS, QUARTERLY EXPENDITURE ANALYSIS
- B. PURCHASING COOPERATIVES
- C. HUMAN CAPITAL REPORT
- D. NOVEMBER 7, 2019 COMBINED WORK SESSION AND BOARD MEETING MINUTES AND NOVEMBER 25, 2019 SPECIAL CALLED MINUTES

13. **BOARD INFORMATION**

- A. ANNUAL CALENDAR
- B. TSBA SCHOOL BOARD ACADEMIES
- C. BOARD EXPENSES

14. **ADJOURNMENT**

Discussion: The December 12, 2019 Board meeting adjourned at 8:20 p.m.

Action(s):

Motion Passed: A motion was made to adjourn the December 12, 2019 Board meeting at 8:20 p.m. Passed with a motion by Mrs. Janice Hampton and a second by Mr. Wayne Arnold.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes

Jim Campbell:	Yes
Mrs. Janice Hampton:	Yes
Mr. James Johnson:	Yes
Mr. A. J. Massey:	Yes
Mr. Morris Merriweather:	Yes
Mrs. Shannon Stewart:	Yes

Chairperson

Superintendent

Jackson-Madison County School System
Monthly Financial Statement
General Purpose Schools Fund 141
December 2019

Account Description	Amended Budget	YTD Actual	MTD Actual	Encumbrances	Remaining Budget	% Used	Prior YTD FY19	YTD FY20 over/(under) YTD FY19
71100 Regular Ed Instruction	50,008,751	22,063,424	3,856,230	440,242	27,505,085	45.0%	20,873,487	1,189,937
71200 Special Ed Instruction	10,333,970	4,268,104	826,194	372,475	5,693,391	44.9%	4,142,822	125,282
71300 Vocational Ed Instruction	2,916,600	1,221,500	222,655	31,102	1,663,998	42.9%	1,232,400	(10,900)
72110 Attendance	334,030	211,836	23,826	4,927	117,267	64.9%	203,694	8,142
72120 Health Services	879,700	367,881	67,958	3,333	508,486	42.2%	361,347	6,534
72130 Other Student Support	4,450,719	1,712,441	308,138	80,804	2,657,474	40.3%	1,597,927	114,514
72210 Regular Instruction Support	4,117,140	1,797,049	319,873	34,178	2,285,913	44.5%	1,660,675	136,374
72220 Special Education Support	1,099,330	457,147	74,620	17,099	625,084	43.1%	382,926	74,221
72230 Vocational Education Support	109,300	34,872	4,630	822	73,606	32.7%	62,665	(27,793)
72250 Technology	1,931,870	1,058,047	72,912	463,475	410,348	78.8%	941,978	116,069
72310 Board of Education	2,143,200	954,933	56,659	505,801	682,466	68.2%	958,952	(4,019)
72320 Director of Schools	882,500	258,931	54,243	73,601	549,968	37.7%	382,658	(123,727)
72410 Office of the Principal	7,137,081	3,448,903	549,177	-	3,688,178	48.3%	3,422,766	26,137
72510 Fiscal Services	984,500	225,282	56,247	6,021	753,197	23.5%	195,076	30,206
72520 Human Capital	557,500	277,284	38,012	10,068	270,148	51.5%	255,605	21,679
72610 Operation of Plant	6,360,000	3,475,220	396,197	1,014,860	1,869,920	70.6%	3,334,001	141,219
72620 Maintenance of Plant	3,621,336	1,573,973	234,777	587,336	1,460,027	59.7%	1,583,639	(9,666)
72710 Transportation	6,207,494	2,739,856	486,234	331,994	3,135,644	49.5%	2,778,828	(38,972)
73300 Community Services	563,765	253,916	47,122	5,967	303,882	46.1%	248,924	4,992
73400 Early Childhood Education	2,573,990	1,095,924	193,795	22,287	1,455,779	43.4%	839,610	256,314
82330 Debt Service/Ameresco	1,001,187	-	-	-	1,001,187	0.0%	-	-
99100 Transfers Out	-	-	-	-	-	-	-	-
Expenditures	108,213,963	47,496,523	7,889,499	4,006,392	56,711,048	47.6%	45,459,980	2,036,543
Revenues	103,417,941	35,341,415	-	-	68,076,526	34.2%	50,094,121	(14,752,706)
Revenues Over/(Under) Expenditures	(4,796,022)	(12,155,108)	(7,889,499)	(4,006,392)	11,365,478		4,634,141	(16,789,249)