

Work Session

February 19, 2026 4:00 PM

Central Services Board Room

1. Call to Order/Moment of Silence/Pledge of Allegiance
2. Community Comments
3. Open Meetings
4. Policies to Consider
5. Strategic Plan Revision
6. DOS Evaluation Revision
7. Pay Scales—Draft I and Draft II
8. Supplements
9. Sub Pay
10. DOS Contract Language Update
11. Centegix Panic Button Proposal
12. Outcome Money
13. Middle School Update
14. Athletic Schedules/Field Maintenance
15. Insurance Options
16. Athletic Manual
17. Adjournment

(*) Indicates Board Approval Required

Cumberland County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Agendas	Descriptor Code: 1.403	Issued Date: 08/24/23
		Rescinds: 1.403	Issued: 09/28/17

1 The executive committee of the Board shall be responsible for developing an agenda for each Board
2 meeting. Any board member may place items on the agenda for discussion. The particular order may
3 vary from meeting to meeting in keeping with the business at hand.

4 For a regular board meeting, the agenda (which shall include the consent agenda), together with
5 supporting materials, shall be distributed to board members at least five (5) days prior to the scheduled
6 date of the meeting. The agenda shall be available for public inspection and/or distribution [with](#)
7 [supporting materials at least 48 hours prior to the meeting](#)¹. ~~when it is distributed to the board members.~~
8 At the beginning of each meeting, the Board shall, by a majority vote, approve the agenda for the
9 meeting which may involve the addition to, or deletion of items previously included on the agenda. The
10 Board, however, shall not revise board policies or adopt new ones unless such action has been
11 scheduled.

12 Staff members or citizens of the district may suggest items for the agenda.

13 For items to be considered on the agenda, they must be received in the Director of Schools' office eight
14 (8) days prior to the scheduled date of the meeting. The person(s) requesting an item on the agenda
15 shall forward any background information to the Director of Schools' office so that the material will be
16 included in the delivery to the board members prior to the meeting.

17 **CONSENT AGENDA**

18 While developing the agenda, executive committee shall identify routine or non-controversial items to
19 be placed on the consent agenda, which shall become a part of the regular agenda. If any member
20 objects to including an item on the consent agenda, that item shall be moved to the regular agenda as an
21 action item requiring discussion. The remaining consent items shall be adopted in a single vote without
22 discussion.

23 **TIMED AGENDA**

24 The executive committee may assign to each item a certain amount of time determined to be sufficient
25 for disposing of each item on the agenda.

26 **ANNUAL AGENDA**

27 In September of each year, the Board shall adopt an annual planning calendar, stating month-by-month
28 actions required by law and those required to carry out the Board's annual goals and objectives and the
29 State Board of Education's performance standards. In addition, the annual agenda shall designate dates
30 to monitor/review-designated sections of the board policy manual and to evaluate progress of programs
31 for student achievement.

- 1 Legal References
- 2 1. TCA 8-44-103

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Extracurricular Activity Drug Testing	Descriptor Code: 6.3071	Issued Date: 02/23/12
		Rescinds:	Issued:

1 Participation in extracurricular activities is a privilege and not a right. Students in grades 7- 12 taking
2 part in these activities will be subject to random drug testing.

3 In order to create a drug-free educational and athletic environment and to limit the potential liability for
4 the schools as a result of injury or health problems arising from substance abuse, the Board authorized
5 drug testing for students who participate in extracurricular activities.

6 Randomly, throughout the school year, mandatory substance screening will be required for students in
7 grades 7-12 who desire to participate in extracurricular activities. The drug testing program is not
8 punitive, but is designed to create a safe, drug-free environment for students involved in extracurricular
9 activities and assist them in getting help when needed.

10 **DEFINITION OF TERMS**

11 **Extracurricular** is defined as — voluntary; not falling within the scope of regular curriculum and
12 carrying no academic credit. This includes all Cumberland County Schools' athletes, cheerleaders, band
13 members, club members, student council members, etc.

14 **Drugs** — Any substance, including alcohol, considered illegal or controlled by the Food and Drug
15 Administration. Substance abuse may, according to medical research, lead to serious health
16 complications.

17 **Calendar Year** — 365 days from date of positive test result

18 **RANDOM DRUG TESTING**

19 All students who participate in extracurricular activities shall be subject to random drug testing. All
20 parents/guardians of students who participate in extracurricular activities and the student who voluntarily
21 participates in extracurricular activities shall be required to sign a written consent for random drug testing
22 prior to participation. All signatures must be witnessed by a designated school official and must comply
23 with consent requirements as stated on the consent form. A student who participates in extracurricular
24 activities will not be allowed to participate in any extracurricular activity until the Random Drug Testing
25 Consent Form is signed. The principal may allow a custodial parent/guardian to give permission for
26 testing, if after reasonable attempts, the other parent/guardian is verified to be unavailable to sign the
27 permission form. **If a student who participates in extracurricular activities refuses to be tested at
28 anytime, he/she will be suspended from extracurricular activities for one calendar year.**

1 Random tests shall be unannounced. The cost of the random screening shall be the responsibility of the
2 Board.

3 **RANDOM TEST PROCEDURE**

4 Random drug testing will be conducted not less than two (2) times at various intervals during the calendar
5 year in grades 7-12.

6 Selection of students, who participate in extracurricular activities, for random testing shall be conducted
7 in the following manner:

8 The student number of each student who participates in extracurricular activities shall be placed in a
9 "pool" from which a blind draw will be held. The notification of those students who participate in
10 extracurricular activities, whose numbers were drawn for testing, will be made in person by a school
11 administrator. Those selected for testing will be notified immediately and tested the same day.

12 **TESTING PROCEDURES**

13 Tests will be performed by a certified independent laboratory. Tests for any illegal drug or controlled
14 substance may be included.

15 Specimens will be collected in a manner to ensure student privacy to the greatest extent possible while
16 maintaining the integrity of the testing.

17 The school system shall follow strict procedures regarding the chain of custody and access to the test
18 results. The Medical Review Officer (MRO) of the collection facility will contact a person designated
19 by the director of schools, who will contact parents of a minor student for medication verification. If the
20 student is eighteen (18) years of age, the designee may contact him/her directly. A positive or negative
21 test will then be reported directly to the director of schools. Only the director of schools, the school
22 administration and the collection facility shall have access to test results. The results will be kept until
23 the student graduates. Should the student leave Cumberland County Schools, the records will be kept
24 until the student's projected date of graduation. All records shall be maintained in a secure location with
25 controlled access.

26 **PENALTIES**

27 If a student tests positive, the following action will be taken:

28 **First Offense**

- 29 1. Notify the parent/ guardian.
- 30 2. The principal will conduct a due process hearing with the parent/guardian and the student.
- 31 3. The student will be given the option of:
- 32
- 33
- 34
- 35

1 a. Accepting a referral for participation in an assistance program and taking a drug test, which
2 may be weekly for up to six weeks, as determined by the MRO/family physician. This shall
3 be at the expense of the parent or guardian. If the student continues to test positive beyond
4 the retention time, or at the end of the six weeks time period, it will be considered his/her
5 second offense.

6 OR

7 b. Suspension from participating in extracurricular activities for one calendar year from date of
8 first positive test result.

9 **Second Offense**

- 10 1. Notify parent or guardian; notification of split specimen testing at the parents' expense.
11
12 2. The principal will conduct a due process hearing with the parent/guardian and the student.
13
14 3. Participate in an assistance program and taking a drug test, which may be weekly for up to six
15 weeks, as determined by the MRO/family physician. This shall be at the expense of the parent or
16 guardian. If the student continues to test positive beyond the retention time, or at the end of the
17 six weeks time period, it will be considered his/her third offense.
18
19 4. The student will be referred to the juvenile court system.
20
21 5. The student is suspended from participating in extracurricular activities for one calendar year.

22 **Third Offense**

- 23 1. Notify parent or guardian; notification of split specimen testing at the parents' expense.
24
25 2. A due process hearing will be conducted by the principal with the parent/guardian and the
26 student.
27
28 3. The student will be referred to the juvenile court system.
29
30 4. The student is suspended from participating in extracurricular activities for the remainder of
31 his/her attendance in Cumberland County Schools.

32 *All penalties remain applicable while student is in attendance, regardless of withdrawal and re-
33 admittance into Cumberland County Schools.

Cumberland County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Equipment and Supplies Management	Descriptor Code: 3.300	Issued Date: 01/26/23
		Rescinds: 3.300	Issued: 06/07/07

1 *General*

2 All equipment and materials placed in school buildings by any group or organization become the
 3 property of the Board. The Board reserves the right to transfer property to other schools if the school in
 4 which it was originally placed is discontinued or if there is no longer any need for the equipment or
 5 materials where originally placed.

6 The director of schools shall develop procedures promoting the useful life of equipment and supplies by
 7 establishing a thorough, effective and economical operations and maintenance program and providing
 8 adequate insurance coverage. Equipment management shall be in accordance with federal and state
 9 laws, regulations and guidelines.¹

10 Each employee of the system shall be responsible for the materials, equipment and supplies assigned to
 11 him/her. In addition, he/she is responsible for the preservation and protection of materials, equipment
 12 and supplies not under his/her direct control when such are endangered and when the system employee
 13 having direct control is not present or is otherwise unable to act.

Legal References

1. *Tennessee Internal School Uniform Accounting
 Policy Manual*, Section 4-23 - Section 4-25; 2 CFR
 § 200.311-315

Cross References

Inventories 2.702

5-Year Strategic Plan for Cumberland County Schools 2023-2028

Academics | Human Resource | Safety & Security

OUR MISSION

To inspire every student, every day towards academic achievements and excellence in life skills so they may reach their full potential.

OUR VISION

Cumberland County Schools are Engaged in an Innovative learning environment Empowering every student to achieve excellence in life, academics, arts, athletics, and activities.

Our Beliefs

- Education is the responsibility of families, students, teachers, and the community.
- Our focus is our students' success.
- Expectations and standards influence performance.
- Attendance is vital to learning success.
- Foster a positive school environment of belonging, trust, respect, and safety.
- Highly qualified, effective instructors and leaders are crucial to the success of our students.
- Cultural diversity is important to the success of every student.
- Athletics, Arts, Academics and Activities motivate students to excel in learning success.
- CCS will be equipped to serve the academic and non-academic needs of all students in their career pathways.



Academics

ACTION STEPS:

- 1-Test goals
- 2-K-12 Framework
- 3 Parental Involvement
- 4 Athletics, Arts & Activities



5-Year Strategic Plan for Cumberland County Schools 2023-2028

Academics/Test Goals

ACTION STEP:

1-Test goals/Focus

PERFORMANCE METRICS:

- 100 % of individual schools will achieve a 3 in growth and letter grade of “C” on state accountability.
- 100 % of individual schools will achieve a growth index score of 3 or higher.
- K-3 focus
 - District analyzation of universal screening scores.
 - Additional first grade support.
 - Lower student/teacher ratio K-3



5-Year Strategic Plan for Cumberland County Schools 2023-2028

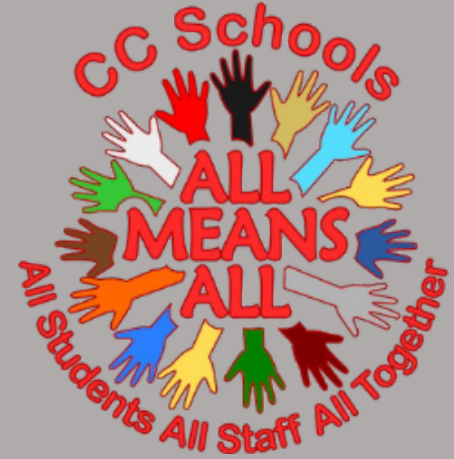
Academics/K-12 Framework

ACTION STEPS:

2-K-12 Framework (CCTE)

PERFORMANCE METRICS:

- Annually 1% increase in ACT Composite score.
- Annually 10% increase in the College & Career ready (CCR) with goal of being 100% by 2027-2028. Annually 2% increase in Graduation Rate to reach attainment of 100% by 2027- 2028.
- 100% of students will attain at least 1 Industry Credential Reporting to State upon graduation by 2027-2028.
- Increase work-based learning enrollment by 2 % annually.



5-Year Strategic Plan for Cumberland County Schools 2023-2028

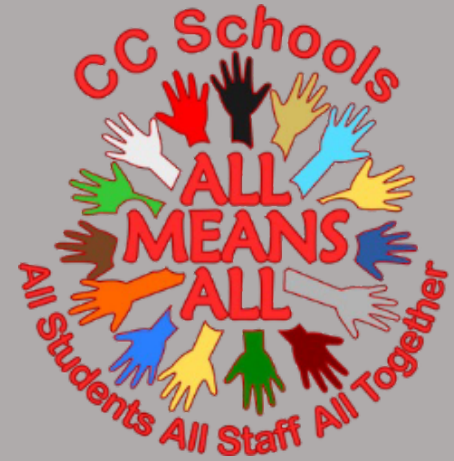
Academics/Parent Involvement

ACTION STEPS:

3-Parent Involvement

PERFORMANCE METRICS:

- Increase parental opportunities and participants for involvement at each school by 2% annually through essential family engagement events.
- Make available a parent resource room at Central Services with needed items for families and supports on an as needed basis.
- Director communication quarterly with families via Parent Square with topics and book suggestions.
- Birth to 3 initiatives-increase supports on district website and social media for this age group.



5-Year Strategic Plan for Cumberland County Schools 2023-2028

Academics/Athletics, Arts & Activities

ACTION STEPS:

4-Athletics, Arts & Activities

PERFORMANCE METRICS:

- Create and update annually athletic procedure to align with TMSAA membership guidelines and Board policy.
- Increase student participation in art displays and performances to include 2% of student population at each school through various activities.
- Strongly encourage each middle and high school student to participate in one extracurricular activity (athletics, band, drama, arts, etc.).



5-Year Strategic Plan for Cumberland County Schools 2023-2028

Academics/Middle School

ACTION STEP:

1-Middle Schools

PERFORMANCE METRICS:

- Analyze possibility of utilizing middle schools.



5-Year Strategic Plan for Cumberland County Schools 2023-2028

Human Resources

ACTION STEPS:

- 1-Recruitment
- 2-Retention



5-Year Strategic Plan for Cumberland County Schools 2023-2028

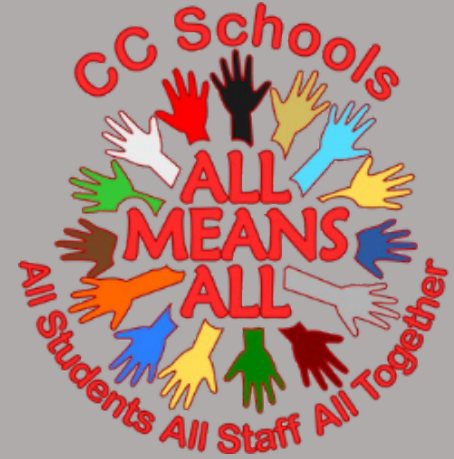
Human Resources/Recruitment

ACTION STEP:

1-Recruitment

PERFORMANCE METRICS:

- To recruit all necessary employees to the district.
- Attend a minimum of 2 career fairs annually.
- Improve teacher salary and benefits.
- Substitute availability improvements.



5-Year Strategic Plan for Cumberland County Schools 2023-2028

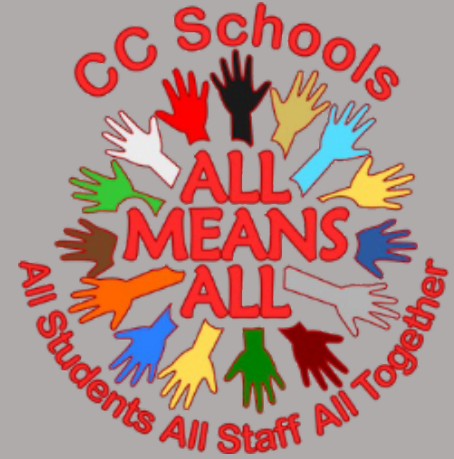
Human Resources/Retention

ACTION STEP:

1-Retention

PERFORMANCE METRICS:

- Increase retention of staff **2% annually**. from ~~78%~~ to 80%.
- Conduct new employee orientation to better equip employees for the demand of the job and retain for future years.
- Provide necessary professional development (PD) for all jobs annually.



Safety and Security

ACTION STEPS:

- 1-Safety Training
- 2-Safety Plans



5-Year Strategic Plan for Cumberland County Schools 2023-2028

Safety and Security/Safety Training

ACTION STEP:

1-Safety Training

PERFORMANCE METRICS:

- 100% staff (classified and certified) trained on necessary emergency drills and trainings, and trauma informed strategies at the local, state and federal levels.
- 100% staff (classified and certified) trained and understand the utmost importance of locked doors, interior and exterior, and consequences.
- Develop a priority list with Homeland Security, by school.



5-Year Strategic Plan for Cumberland County Schools 2023-2028

Safety and Security/Safety Plan

ACTION STEP:

1-Safety Plan

PERFORMANCE METRICS:

- 100% schools complete and submit the district required standardized safety plan by deadline.
- Based on availability of funding and recommendations from Homeland Security, upgrade 2 buildings annually.
- Develop a prioritized list with Homeland Security by school.





**Cumberland County
Director of Schools
Evaluation**

Director of Schools Performance Evaluation Guidelines

1. An annual evaluation of the Director of Schools for Appendix A and B shall take place in July and for Appendix C in January.
2. The evaluation shall be based on the duties and responsibilities of the Director of Schools as set forth by the laws of the State of Tennessee and his/her contract.
3. The evaluation instrument utilized in this process shall be cooperatively developed by the Board and Director of Schools.
4. The evaluation rating scale to be used is as follows:
 - 5 – Significantly above expectations
 - 4 – Above expectations
 - 3 – At expectations
 - 2 – Below expectations
 - 1 – Significantly below expectations
5. An average overall score of 3.00 or above will be considered a satisfactory score.
6. Weighted sectional averages will be:

Appendix A – Administrator Survey	20%
Appendix B – Board Observational Data	30%
Appendix C – Achievement of Board Goals/Strategic Plan	50%
7. Appendix A needs to be distributed to administrators in May in order to be completed and included in the written evaluation to Director of Schools in June.
8. Appendix B needs to be distributed to all board members in May in order to be completed and included in the written evaluation to Director of Schools in June.
9. Appendix C needs to be distributed to all board members in December in order to be completed and included in the written evaluation for Director of Schools in January.

10. The Director of Schools will provide an annual report outlining the accomplishments of each objective to the Board along with each Appendix of the evaluation instrument.
11. The Board shall meet with the Director of Schools to discuss the evaluation results at the June and January Board meetings. The evaluation shall include a recommendation for improvement in any areas where the Board deems the Director of School's performance to be unsatisfactory or in need of improvement.
12. The Director of Schools shall have the right to make a written or oral response to the evaluation.
13. A copy of the written evaluation shall be delivered to the Director of Schools two weeks prior to the June and January Board meetings.

Appendix A – Administrator Survey

ADMINISTRATORS’ PERCEPTIONS OF DIRECTOR’S PERFORMANCE

	1	2	3	4	5
1. The Director develops clear expectations.					
2. The Director models good communication skills.					
3. The Director is knowledgeable about the curriculum.					
4. The Director ensures that funds are spent wisely.					
5. The Director holds me accountable for my job responsibilities.					
6. The Director supports professional learning activities for teachers and administrators.					
7. The Director maintains positive relationships with administrators.					
8. The Director ensures the safety of students and school personnel.					
9. The Director administers the schools in accordance with state laws.					
10. The Director has an effective plan to recruit effective employees.					
11. The Director takes an active leadership role in the instructional improvement.					
12. The Director evaluates my performance in a fair and consistent manner.					
13. The Director interacts effectively with system employees.					
14. The Director is accessible to administrators.					
15. The Director develops good staff morale and loyalty to the system.					
16. The Director works effectively with the school board.					
17. The Director involves administrators as much as possible in decision-making.					
18. The Director listens to suggestions from the administrative staff.					
19. The Director demonstrates a caring attitude.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> District leadership team meeting agendas and notes. School level summary of principal use of data in determining staffing needs and placement. Summary of school level use of teacher 	<ul style="list-style-type: none"> Limited or no assignment of administrators based on student learning needs, demonstrated effectiveness, and Board and district goals. Limited or no opportunities to extend impact of high-performing teachers. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> Assigns administrators based on student learning needs, demonstrated effectiveness, and Board and district goals. Provides opportunities to extend impact of high performing teachers and administrators. Creates and implements clear criteria for recognition of schools and students. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<ul style="list-style-type: none"> Engages with administrators to review multiple data sources. Creates a coherent system to extend impact of administrators. Supports school rituals, traditions, and initiatives. Builds and sustains a focused on continuous improvement.

<p>effectiveness data and teacher leaders.</p> <ul style="list-style-type: none"> • Samples of staff and student recognition events at each school. 	<ul style="list-style-type: none"> • Clear criteria for recognition and celebration of schools and student performance and growth. • Shows limited or no use of the evaluation process and does not meet with administrators. 		<ul style="list-style-type: none"> • Ensures administrators provide structured feedback and use the evaluation process for professional learning and growth. • Uses evaluation data to determine trends. 		<ul style="list-style-type: none"> • Creates a district-wide plan for professional learning aligned to the Board's vision for professional learning and growth.
--	---	--	--	--	--

Comments

Appendix B – Board Observational Data

BOARD RELATIONSHIPS

	1	2	3	4	5
1. Prepares, in conjunction with the Board chairman, agenda recommendations relative to all matters requiring board action, including all facts, information, options, and reports, needed to assure informed decisions. Provides advice and counsel to the Board on matters before it. Maintains a visible working list of items to be addressed as requested by the Board. The Director should schedule monthly meetings with the Board chairman to prepare a meeting agenda for work sessions/regular meetings. This should be completed at least 72 hours in advance of the public notice requirement. The work session topics and available attachments will be provided to the BOE members at least 48 hours in advance of the required public notice so that change requests can be considered.					
2. Keeps the board informed of employment, promotion, and dismissal of personnel by informing the Board via electronic communication prior to taking such action.					
3. Advises the Board on the need for new or revised policies and develops administrative procedures to ensure that all policies of the Board are implemented. Provides a copy of the administrative procedures to the Board. Board policies were reviewed according to the following schedule: Section 1 in July and August, Section 2 in September, Section 3 in October, Section 4 in November and December, Section 5 in January and February, and Section 6 in March and April.					
4. Maintains effective working relations by consistent, appropriate, and professional interactions with the Board by providing timely responses to Board member emails and phone calls.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> Provides supporting documentation for each section of the director's evaluation instrument. Provides supporting documentation from each board meeting. Sample reports provided to the board. Samples of administrative procedures that 	<ul style="list-style-type: none"> Inconsistently uses feedback from the Board to improve and demonstrates little evidence of growth. Unprepared or disengaged with the Board and professional learning opportunities. Engages in the evaluation process without evidence of focus on continuous improvement. Self-reflections do not match the expectations of the Board of the director's evaluation instrument. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> Uses feedback from the Board to implement personal and professional improvement strategies. Prepared and engaged with the Board and professional learning opportunities. Engages in the evaluation process with evidence of focus on improvement. Contributes to the school district by assisting others, including at least two of the following. <ul style="list-style-type: none"> Collaborative planning with administrators and staff to execute Board policies and decisions. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<ul style="list-style-type: none"> Uses feedback from the Board to significantly improve performance. Consistently prepared and highly engaged with the Board and in professional learning opportunities. Engages in the evaluation process and seeks out feedback, matching the expectations of the Board and director's evaluation instrument. Actively and consistently contributes to the school district by assisting and/or mentoring others, including: <ul style="list-style-type: none"> Collaborative planning with administrators and staff to execute Board policies and decisions. Actively leading professional learning.

adhere with Board policy.			• Actively participating in professional learning.		• Leading data-driven professional learning opportunities.
---------------------------	--	--	--	--	--

Comments

COMMUNITY RELATIONSHIPS

	1	2	3	4	5
1. Keeps the public and media informed of the activities and needs of the school district and fosters a cooperative working relationship between the schools and community by providing a monthly newspaper titled “Desk of the Director” to the Board and a quarterly email to staff.					
2. Encourages parental involvement through effective Family Engagement Programs at each school by providing Open House, Meet Your Teacher, and Back 2 School events at elementary and middle schools, new student orientation at high schools, and parent/teacher conferences in October and January at all schools.					
3. Models the highest professional standards to the community by being visible at school events and County Commission meetings.					
4. Establish partnerships with area businesses, public and private community agencies, institutions of higher education, and community groups to strengthen programs and support school district goals.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> Examples of school district level website, newsletters, and surveys if available. Examples of meeting agendas and schedules for parental involvement and community engagement. Provide a community assets inventory based on data provided by each school. Samples of school partnerships and partnership activities. Samples of meetings and conversations with community partners and educators. Donations and contributions to each school or the district. 	<p>Shows limited or no evidence of:</p> <ul style="list-style-type: none"> Welcoming and engaging families. Offering timely, relevant, and accessible communication. Providing district staff with sufficient resources needed to communicate regularly with families. Creating flexible scheduling for meetings, gatherings, and celebrations in response to parent needs. Assessing community partners and resources. Allocating fiscal, human, technological, and physical resources or allocates these with misalignment to the Board’s vision, mission, and goals. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> Welcomes and engages all families. Offers opportunities for families to participate in school initiatives when applicable. Provides district staff with sufficient resources needed to communicate regularly with families. Creates flexible scheduling for meetings, gatherings, and celebrations in response to parent needs. Conducts an accurate assessment of community partners and resources. Ensures accepted resources support the Board’s vision, mission, and goals. Allocates fiscal, human, technological, and physical resources to align with the Board’s vision, mission, and goals. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<p>In addition to Level 3 requirements:</p> <ul style="list-style-type: none"> Establishes a two-way communication process for families that provides information about student progress and learning. Supports family and community partnerships that are visible and sustainable. Assesses potential community partners and secures additional resources that support the district. Highlights usage of resources and shares district accomplishments by regularly communicating with community partners.

Comments

STAFF AND PERSONNEL RELATIONSHIPS

	1	2	3	4	5
1. Treats all personnel fairly and professionally by creating an evaluation instrument for each employee that is consistent with the School/District Improvement Plan and Board Strategic Plan and conducts an evaluation of job performance annually.					
2. Delegates authority to staff members through shared leadership and decision-making opportunities to accomplish district goals as outlined in the Strategic Plan by scheduling planning sessions with staff members to develop objectives and strategies to achieve the Board's goals.					
3. Actively recruits, directly or through delegation, the best available personnel to the district and provides promotion and career growth through professional development by working with institutions of higher education, community colleges, TCAT, and participates in job fairs.					
4. Develops programs to improve staff morale and recognize staff for loyalty and service to the district by recognizing achievements at Board meetings and staff appreciation events.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> District leadership team meeting agendas and notes. School level summary of principal use of data in determining staffing needs and placement. Summary of school level use of teacher effectiveness data and teacher leaders. Samples of staff and student recognition events at each school. 	<ul style="list-style-type: none"> Limited or no assignment of administrators based on student learning needs, demonstrated effectiveness, and Board and district goals. Limited or no opportunities to extend impact of high-performing teachers. Clear criteria for recognition and celebration of schools and student performance and growth. Shows limited or no use of the evaluation process and does not meet with administrators. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> Assigns administrators based on student learning needs, demonstrated effectiveness, and Board and district goals. Provides opportunities to extend impact of high performing teachers and administrators. Creates and implements clear criteria for recognition of schools and students. Ensures administrators provide structured feedback and use the evaluation process for professional learning and growth. Uses evaluation data to determine trends. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<ul style="list-style-type: none"> Engages with administrators to review multiple data sources. Creates a coherent system to extend impact of administrators. Supports school rituals, traditions, and initiatives. Builds and sustains a focused on continuous improvement. Creates a district-wide plan for professional learning aligned to the Board's vision for professional learning and growth.

Comments

MANAGEMENT AND OPERATIONS

	1	2	3	4	5
1. Develops and clearly communicates the vision, mission, and priorities of the school district, ensuring that operational plans and procedures are in place to support the district's long range strategic plan by reviewing and updating the plan annually at a Board retreat, and reporting on goals, objectives, and strategies achieved at each monthly Board meeting.					
2. Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted school budget by ensuring the district's finance department has procedures and protocols in place to effectively manage the budget.					
3. Ensures that all school facilities are safe and properly maintained through regular inspections of all buildings and actively updates the facilities database to guide the Board with budget decisions.					
4. Maintains directly or through delegation such records which are required by law and adhere to Board policies 1.407, 2.601, 2.701, 3.204, 3.400, 5.114, 5.118, and 6.600.					
5. Acts on own discretion if emergency action is necessary in any matter not covered by Board policy, establishes procedures for dealing with emergencies, and recommends new policy language to the Board.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<p>Provides the Board with:</p> <ul style="list-style-type: none"> Director of Schools self-reflection aligned to Tennessee Instructional Leadership Standards or AASA standards. Director's personal and professional growth support plan in relation to the Board's vision, mission, and goals. Summary as to what degree the district and schools met previous year's performance targets. Artifacts of the district's performance aligned to state standards and accountability model. 	<p>Rarely or never improves self-practice by:</p> <ul style="list-style-type: none"> Using feedback from sources to reflect on personal leadership practices and does not make any necessary changes for improvement. Engaging in professional learning: <ul style="list-style-type: none"> Aligned to student, educator, and self-need. Focused on developing an understanding of performance expectations associated with state standards. Implementing new, relevant learning from feedback and professional learning opportunities. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> Uses feedback from a variety of sources to reflect on personal leadership practices and make any necessary changes for improvement. Engages in professional learning aligned to student, educator, and self-need. Develops an understanding of performance expectations associated with Tennessee Instructional Leader Standards. Implements new, relevant learning from feedback and professional learning opportunities with evidence of improvement. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<p>In addition to Level 3 descriptors:</p> <ul style="list-style-type: none"> Actively seeks feedback from a variety of sources to reflect on personal leadership practices and makes any necessary changes for improvement. Connects personal leadership practices to student achievement and administrator and educator performance by sharing his/her performance evaluation results with district staff. Reflects on leadership alignment with core value and the Board's vision, mission, and goals.

Comments

STUDENT ACHIEVEMENT

	1	2	3	4	5
1. Reviews, reports, and addresses student learning barriers based on state accountability guidelines and reports to the Board the barriers and an improvement plan.					
2. Keeps informed of modern educational practices by advance study, visiting school systems, and attending educational conferences and keeps the Board informed by reporting at the next monthly Board meeting trends and practices learned at each event.					
3. Ensures that all schools in the district develop, implement, promote, and monitor continuous improvement in student achievement by meeting with principals on a monthly basis.					
4. Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment by scheduling a meeting prior to the start of the school year to review curriculum.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> • Sample of school and district improvement plans with strategies. • District and school level TVAAS scores. • Data summary of all district and school level accountability metrics. • Performance and monitoring data of district wide of sub-groups. • District plan for monitoring school improvement plans and student academic performance. • Review of district report card. 	<p>Shows limited or no use of:</p> <ul style="list-style-type: none"> • Multiple student, educator, school-wide, and district-wide data. • Specific data when analyzing and tracking student progress. • Academic and behavioral growth goals. • Expectations for adjusting instructional programs based on data. • Shared accountability for decisions targeting student achievement and growth goals. • No observable alignment between interventions and student achievement. • Planning that addresses academic growth goals. 	<ul style="list-style-type: none"> • Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<p>Collaborates with administrators to:</p> <ul style="list-style-type: none"> • Use multiple sources of student, educator, school and district-wide data. • Determine specific data to analyze when tracking student progress. • Establish specific strategies to meet or exceed academic and behavioral growth goals. • Communicate expectations for adjusting instruction programs in response to assessment data. • Establish shared accountability for instructional decisions targeting student achievement and growth goals. 	<ul style="list-style-type: none"> • Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<ul style="list-style-type: none"> • Ensures administrators analyze and use multiple sources of student, educator, school and district-wide data. • Develops and monitors a district-wide data plan that includes: student progress tracking; strategies to meet or exceed growth and achievement goals; benchmark data; and data-based changes to the instructional program. • Shared accountability for instructional decisions targeting achievement and growth goals. • Establishes data-specific growth and achievement targets that result in gains.

Comments

Appendix C – Achievement of Board Goals/Strategic Plan

PERFORMANCE OBJECTIVE 1: ACADEMICS*

	1	2	3	4	5
1. Data goals are included in the Board’s Strategic Plan and reviewed and updated annually.					
2. TISA, local, and federal funding is clearly aligned with the Board’s Strategic Plan, budget, and TDOE district improvement plan and based on benchmark needs assessments.					
3. Each school achieved a letter grade of C or above annually.					
4. Increase Grades 3-5 Overall Achievement Rate from 39.1% to 40.5%					
5. Increase Grades 6-8 Overall Achievement Rate from 41.1% to 43.6%					
6. Increase Grades 9-12 Overall Achievement Rate from 34.2% to 36.7%					
7. Increase Grades 3-5 Student Sub-Group Overall Achievement Rate in ELA from 30.1 to 32.6.					
8. Increase Grades 3-5 Student Sub-Group Overall Achievement Rate in Math from 35.6 to 38.1.					
9. Increase Grades 6-8 Student Sub-Group Overall Achievement Rate in ELA from 28 to 30.5.					
10. Increase Grades 6-8 Student Sub-Group Overall Achievement Rate in Math from 36.7 to 39.2.					
11. Increase Grades 9-12 Student Sub-Group Overall Achievement Rate in ELA from 34.4 to 37.					
12. Increase Grades 9-12 Student Sub-Group Overall Achievement Rate in Math from 26.5 to 29.					
13. Increase Grades 3-5 ELA Achievement Rate from 38% to 40.5%					
14. Increase Grades 6-8 ELA Achievement Rate from 35.1% to 37.6%					
15. Increase Grades 9-12 ELA Achievement Rate from 44.2% to 46.7%					
16. Increase Grades 3-5 Math Achievement Rate from 41.7% to 44.2%					
17. Increase Grades 6-8 Math Achievement Rate from 44.6% to 47.1%					
18. Increase Grades 9-12 Math Achievement Rate from 33.3% to 35.8%					
19. Increase Grades 3-5 Science Achievement Rate from 44.4% to 46.9%					
20. Increase Grades 6-8 Science Achievement Rate from 49.5% to 52%					
21. Increase Grades 9-12 Science Achievement Rate from 39.4% to 41.9%					
22. Increase Grades 6-8 Social Studies Achievement Rate from 46.8% to 49.3%					
23. Overall District Growth grades 4-8 remain at Level 5.					
24. Overall District Growth grades 9-12 increase from Level 1 to Level 2 or higher.					
25. Growth Composite by student super sub-group grades 4-12 increase from Level 3 to Level 4 or higher.					
26. Increase Ready Graduate Rate from 52.7% to 53%**					
27. Increase district Graduation Rate from 92.9% to 93.1%					
28. Increase average Composite ACT Scores from 19.2 to 19.8					
29. Create athletic procedure to align with TMSAA membership guidelines and Board policy.					
30. Establish a baseline to increase student participation in art displays and performances to include 2% of student population at each school.					

31. Strongly encourage each middle and high school student to participate in one extracurricular activity (athletics, band, drama, arts, etc.)

Total Mean Score: _____

***Data reported in the District Report and School A-F Letter Grades.**

****Graduating student with: 21 or higher on ACT; Early Postsecondary Opportunities (AP Cambridge, CLEP Dual Enrollment, International Baccalaureate, Local Dual Credit, Statewide Dual Credit); Industry Credentials; ASVAB**

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> District summative assessment data. District growth data. District Ready Graduate data. District graduation rate data. District Average Composite ACT score data. Athletic policy and procedures. Student extracurricular program participation rate data. Examples of school level announcements of extracurricular programs and activities. 	<ul style="list-style-type: none"> Overall applicable Achievement Rate (achievement, sub-group, ready graduate, graduation) or composite ACT score was lower than the previous year. Overall District/sub-group Growth Level 1. Does not present an athletic policy and fails to implement procedures that align with the school district strategic plan and state membership guidelines and regulations. Student participation in the arts reduces from the established rate. Student extracurricular opportunities and activities are not communicated to students and parents/guardians. 	<ul style="list-style-type: none"> Overall applicable Achievement Rate (achievement, sub-group, ready graduate, graduation) or composite ACT score remained the same from previous year. Items 29-31 exceed Level 1 rubric but do not meet Level 3 rubric. 	<ul style="list-style-type: none"> Overall applicable Achievement Rate (achievement, sub-group, ready graduate, graduation) or composite ACT score increased to the established rate. Overall District/sub-group Growth Level increased to the established rate. Drafts and presents a comprehensive athletic policy to the Board for review and adoption. Coordinates input from principals, coaches, and athletic directors to ensure compliance with state and local requirements. Distributes information to all schools and provides necessary training for athletic staff. Reviews athletic policy and procedures on a regular basis. Provides opportunities for student recognition through showcases, local exhibits, or school performances. Collaborates with principals, teachers, and sponsors to identify and remove barriers to participation. 	<ul style="list-style-type: none"> Overall District/sub-group Growth Level 4. Items requiring a specific rate increase percentage exceed Level 3 rubric but do not meet Level 5 rubric. Items 29-31 exceed Level 3 rubric but do not meet Level 5 rubric. 	<ul style="list-style-type: none"> Overall applicable Achievement Rate (achievement, sub-group, ready graduate, graduation) or composite ACT score doubled from the established rate. Overall District/sub-group Growth Level 5. Completes policy ahead of schedule with broad stakeholder involvement, including parents and staff. Implements district-wide athletic standards and accountability measures. Conducts training sessions and creates ongoing monitoring tools for compliance and performance improvement. Establishes district-wide art showcases, community partnerships (museums, local artists), or inter-school exhibitions. Develops new extracurricular offerings aligned with student interests and community needs.

Comments

PERFORMANCE OBJECTIVE 2: HUMAN RESOURCES

	1	2	3	4	5
1. Attend a minimum of two career fairs for recruitment (for all employees) annually.					
2. Increase retention of staff from 78% to 80%. 2% annually.					
3. Create and conduct new employee orientation in July.					
4. Review pay scale for all employees by January and include any changes in next year's district budget.					
5. Conduct employee survey regarding work environment, pay and benefits, and present tabulated results to the Board for discussion in January.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> • Samples of district level plan for recruiting both professional and noncertified staff. • Samples of school level data regarding induction, support, retention, and growth of staff. • Samples of school level plans to increase the rates of high-performing educators and increase retention rates. • Employee survey results. 	<ul style="list-style-type: none"> • Rarely or never inducts, supports, retains, and grows administrators by designing and implementing a mentorship program for new administrators and staff. • Staff retention rate decreases from the established rate. • Rarely or never develops strategies for: <ul style="list-style-type: none"> • Retaining high-performing educators and administrators. • Fostering leadership skills in the most effective educators and administrators based on student outcomes. • Utilizing a variety of methods to support the development of administrators. • Does not attend any career fairs to recruit new employees. 	<ul style="list-style-type: none"> • Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> • Designs and implements a new employee orientation for new administrators and staff. • Increases staff retention to the established rate. • Develops strategies for: <ul style="list-style-type: none"> • Retaining high-performing educators. • Fostering leadership skills in the most effective educators and administrators based on student outcomes. • Utilizing a variety of methods to support the development of all administrators and staff. • Presents an employee survey to the board. • Attends two career fairs to recruit new employees. 	<ul style="list-style-type: none"> • Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<p>Engages with the district leadership team to:</p> <ul style="list-style-type: none"> • Design and implement an employee orientation for new educators. • Develop strategies for retaining high-performing educators. • Staff retention rate doubled from the established rate. • Develop strategies for fostering leadership skills in the most effective educators and administrators based on student outcomes. • Supports the development of all administrators utilizing a variety of methods. • Presents an employee survey to the board with recommendations to improve teacher and staff retention-based feedback.

Comments

PERFORMANCE OBJECTIVE 3: SAFETY AND SECURITY

	1	2	3	4	5
1. 100% of staff (classified and certified) trained on necessary emergency drills and trainings, and Trauma Informed strategies at the local, state, and federal levels.					
2. 100% of schools completed and submitted the district required standardized safety plan by deadline.					
3. All schools completed and documented all local, state, and federal drill and training requirements by May/June.					
4. Ensure a facilities and capital projects plan is part of the Board’s Strategic Plan that includes the following: a work request maintenance schedule, an outline for facilities funding, a schedule for software updates, and future capital expenditures.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> Examples of school safety plans and/or school climate surveys. Annual school level reporting of attendance rates and discipline referrals, including suspension and expulsion rates. School district/county audits. Examples of administrative procedures addressing finance and facilities. 	<ul style="list-style-type: none"> Expectations for resource allocation are not clearly aligned with the school district vision, mission, and goals. District policies are not: <ul style="list-style-type: none"> Clearly communicated. Implemented consistently and fairly. Related to students’ safety. Inadequate support for administrators to: <ul style="list-style-type: none"> Analyze behavioral data to assess intervention and discipline effectiveness. Use of data to adjust routines to maximize learning and decrease distractions. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<ul style="list-style-type: none"> Expectations for resource allocation are aligned with school district vision, mission, and goals. District policies are: <ul style="list-style-type: none"> Clearly communicated Implemented consistently and fairly Related to students’ safety Establishes practices that support: <ul style="list-style-type: none"> Analyzing behavioral data to assess interventions and discipline effectiveness. Use of data to adjust routines to maximize learning and decrease distractions. Sufficient evidence that ensures administrators are adhering to expectations established in Board policy. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<p>In addition to Level 3 requirements ensures administrators:</p> <ul style="list-style-type: none"> Help set expectations for the learning environment and facilities that aligned with the school district vision, mission, and goals. Review behavioral and discipline data to assess the effectiveness of interventions, adjusting when needed to ensure a safe learning environment.

Comments

PERFORMANCE OBJECTIVE 4: STRATEGIC PLAN/PLANNING

	1	2	3	4	5
1. Ensure Board seeks input from staff and community members in order to adopt goals for the Strategic Plan.					
2. Develop objectives and strategies to achieve the Board's goals and submit to the Board for review and adoption by December.					
3. Include a report from the Director on progress of the Strategic Plan at each Board meeting.					
4. Develop a detailed budget document aligned with the Board's Strategic Plan by March.					

Total Mean Score: _____

Rubric

Sources of Evidence	Level 1: Significantly Below Expectations	Level 2: Below Expectations	Level 3: At Expectations	Level 4: Above Expectations	Level 5: Significantly Above Expectations
<ul style="list-style-type: none"> Agendas from district leadership and principal professional development. District and school level goals for professional development related to student achievement, gap closure, college-career readiness, and growth. District and School Improvement Plans that operationalize the Board's five-year strategic plan. Samples of compliance with all financial audits including local, state, and federal. 	<p>Builds limited or no capacity for:</p> <ul style="list-style-type: none"> Demonstrating fidelity to state and district approved standards and curriculum. Studying, analyzing, and evaluating approved curriculum resources. Establishing a system for monitoring student achievement. Establishing collective accountability when making needed adjustments to build administrator capacity. Rarely or never establishes, communicates, and enforces administrative procedures by: <ul style="list-style-type: none"> Aligning them with Board policy, state law, and federal requirements. Communicating established administrative procedures. Ensuring administrators are accountable to the administrative procedures. Rarely or never performs all budgetary responsibilities by: <ul style="list-style-type: none"> Allocating resources in alignment with district priorities to increase student achievement. 	<ul style="list-style-type: none"> Exceeds Level 1 rubric but does not meet Level 3 rubric. 	<p>Builds capacity among administrators for:</p> <ul style="list-style-type: none"> Demonstrating fidelity to state and district approved standards and curriculum. Studying, analyzing, and evaluating approved curriculum resources and instructional programs. Establishing a system for monitoring student achievement. Establishing collective accountability when making needed adjustments to improve instruction. Establishes, communicates, and enforces administrative procedures by: <ul style="list-style-type: none"> Aligning them with Board policy, state law, and federal requirements. Communicating established administrative procedures. Ensuring administrators are accountable to the administrative procedures. Performs timely, accurate, and transparent budgetary responsibilities by: <ul style="list-style-type: none"> Allocating resources in alignment with district priorities to increase student achievement. 	<ul style="list-style-type: none"> Exceeds Level 3 rubric but does not meet Level 5 rubric. 	<p>In addition to Level 3 descriptors:</p> <ul style="list-style-type: none"> Communicates the Board's five-year strategic plan to all staff. Ensures the Board's vision, mission, and goals shape the educational programs, plans, and activities. Actively monitors, evaluates, advises, and regularly updates the Board on the five-year strategic plan. Ensures the District and School Improvement Plans operationalize the Board's five-year strategic plan. Leads administrators in frequent reviews of fiscal resource allocation to support the effective and efficient operation of the district.

	<ul style="list-style-type: none"> • Ensuring that delegated budgetary responsibilities are performed within all appropriate district, state, and federal guidelines. 		<ul style="list-style-type: none"> • Ensuring that delegated budgetary responsibilities are performed within all appropriate district, state, and federal guidelines. 		
--	--	--	--	--	--

Comments

Overall Evaluation Comments

Director of Schools Overall Evaluation Score

Appendix A - Administrator Survey _____ x 20% = _____

Appendix B - Board Observational Data _____ x 30% = _____

Appendix C - Achievement of Board
Goals/Strategic Plan _____ x 50% = _____

OVERALL EVALUATION SCORE _____

Option A - Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	2	48,288	50,000	1,712	3,424	3.55%	100,000
1	23	48,888	50,645	1,757	40,411	3.59%	1,164,835
2	14	49,488	51,190	1,702	23,828	3.44%	716,660
3	23	50,088	51,735	1,647	37,881	3.29%	1,189,905
4	15	50,688	52,280	1,592	23,880	3.14%	784,200
5	11	51,288	52,825	1,537	16,907	3.00%	581,075
6	10	51,888	53,370	1,482	14,820	2.86%	533,700
7	7	52,488	54,076	1,588	11,116	3.03%	378,532
8	9	53,088	54,782	1,694	15,246	3.19%	493,038
9	9	53,688	55,488	1,800	16,200	3.35%	499,392
10	10	54,288	56,194	1,906	19,060	3.51%	561,940
11	10	54,888	56,900	2,012	20,120	3.67%	569,000
12	12	55,488	57,400	1,912	22,944	3.45%	688,800
13	7	56,088	57,900	1,812	12,684	3.23%	405,300
14	9	56,688	58,400	1,712	15,408	3.02%	525,600
15	8	57,288	58,900	1,612	12,896	2.81%	471,200
16	10	57,888	59,400	1,512	15,120	2.61%	594,000
17	6	58,488	59,900	1,412	8,472	2.41%	359,400
18	7	59,088	60,400	1,312	9,184	2.22%	422,800
19	12	59,688	60,900	1,212	14,544	2.03%	730,800
20	9	60,288	61,400	1,112	10,008	1.84%	552,600
21	7	60,888	61,900	1,012	7,084	1.66%	433,300
22	1	61,488	62,400	912	912	1.48%	62,400
23	6	62,088	62,900	812	4,872	1.31%	377,400
24	4	62,688	63,400	712	2,848	1.14%	253,600
25	2	63,288	63,900	612	1,224	0.97%	127,800
26	1	63,888	64,400	512	512	0.80%	64,400
27	4	64,488	64,900	412	1,648	0.64%	259,600
28	3	65,088	65,400	312	936	0.48%	196,200
29	5	65,688	65,900	212	1,060	0.32%	329,500
30	18	65,688	66,400	712	12,816	1.08%	1,195,200

274

\$ 398,065

\$ 15,622,177

Linear/fixed-dollar increase:

Year 0 = Base of \$50,000 (State requirement)

Year 1 = Base plus \$645 (State Requirement)

Years 2-6 = \$545/year

Year 6 = Base plus \$3,370 (State Requirement)

Years 7-10 = \$706/year

Year 11 = Base plus \$6,900 (State Requirement)

Years 12-30 = \$500/year

In Option A-Bachelor, the goal was to meet the state requirements for years 0, 1, 6, and 11, and filling the in-between steps evenly. Then, after year 11, increase each step the same amount. In this case, \$500 per year.

****The number of employees is based off current number of employees.**

Option B - Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	2	48,288	50,000	1,712	3,424	3.55%	100,000
1	23	48,888	50,645	1,757	40,411	3.59%	1,164,835
2	14	49,488	51,190	1,702	23,828	3.44%	716,660
3	23	50,088	51,735	1,647	37,881	3.29%	1,189,905
4	15	50,688	52,280	1,592	23,880	3.14%	784,200
5	11	51,288	52,825	1,537	16,907	3.00%	581,075
6	10	51,888	53,370	1,482	14,820	2.86%	533,700
7	7	52,488	54,076	1,588	11,116	3.03%	378,532
8	9	53,088	54,782	1,694	15,246	3.19%	493,038
9	9	53,688	55,488	1,800	16,200	3.35%	499,392
10	10	54,288	56,194	1,906	19,060	3.51%	561,940
11	10	54,888	56,900	2,012	20,120	3.67%	569,000
12	12	55,488	57,500	2,012	24,144	3.63%	690,000
13	7	56,088	58,100	2,012	14,084	3.59%	406,700
14	9	56,688	58,700	2,012	18,108	3.55%	528,300
15	8	57,288	59,300	2,012	16,096	3.51%	474,400
16	10	57,888	59,900	2,012	20,120	3.48%	599,000
17	6	58,488	60,500	2,012	12,072	3.44%	363,000
18	7	59,088	61,100	2,012	14,084	3.41%	427,700
19	12	59,688	61,700	2,012	24,144	3.37%	740,400
20	9	60,288	62,300	2,012	18,108	3.34%	560,700
21	7	60,888	62,900	2,012	14,084	3.30%	440,300
22	1	61,488	63,500	2,012	2,012	3.27%	63,500
23	6	62,088	64,100	2,012	12,072	3.24%	384,600
24	4	62,688	64,700	2,012	8,048	3.21%	258,800
25	2	63,288	65,300	2,012	4,024	3.18%	130,600
26	1	63,888	65,900	2,012	2,012	3.15%	65,900
27	4	64,488	66,500	2,012	8,048	3.12%	266,000
28	3	65,088	67,100	2,012	6,036	3.09%	201,300
29	5	65,688	67,700	2,012	10,060	3.06%	338,500
30	18	65,688	68,300	2,612	47,016	3.98%	1,229,400

274

\$ 517,265

\$ 15,741,377

Linear/fixed-dollar increase:

Year 0 = Base of \$50,000 (State requirement)

Year 1 = Base plus \$645 (State Requirement)

Years 2-6 = \$545/year

Year 6 = Base plus \$3,370 (State Requirement)

Years 7-10 = \$706/year

Year 11 = Base plus \$6,900 (State Requirement)

Years 12-30 = \$600/year

Option B - Bachelor was designed the same way as Option A. The only difference is that years 12-30 receive an increase of \$600 per year.

Option C - Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	2	48,288	50,000	1,712	37,664	3.55%	1,100,000
1	23	48,888	50,645	1,757	19,327	3.59%	557,095
2	14	49,488	50,725	1,237	25,981	2.50%	1,065,229
3	23	50,088	51,090	1,002	18,032	2.00%	919,616
4	15	50,688	51,702	1,014	13,179	2.00%	672,123
5	11	51,288	52,314	1,026	11,283	2.00%	575,451
6	10	51,888	53,370	1,482	10,374	2.86%	373,590
7	7	52,488	53,538	1,050	10,498	2.00%	535,378
8	9	53,088	54,150	1,062	7,432	2.00%	379,048
9	9	53,688	54,762	1,074	7,516	2.00%	383,332
10	10	54,288	55,374	1,086	8,686	2.00%	442,990
11	10	54,888	56,900	2,012	26,156	3.67%	739,700
12	12	55,488	57,014	1,526	9,156	2.75%	342,084
13	7	56,088	57,210	1,122	10,096	2.00%	514,888
14	9	56,688	57,822	1,134	7,936	2.00%	404,752
15	8	57,288	58,434	1,146	10,312	2.00%	525,904
16	10	57,888	59,046	1,158	5,789	2.00%	295,229
17	6	58,488	59,658	1,170	7,019	2.00%	357,947
18	7	59,088	60,270	1,182	14,181	2.00%	723,237
19	12	59,688	60,882	1,194	9,550	2.00%	487,054
20	9	60,288	61,494	1,206	10,852	2.00%	553,444
21	7	60,888	62,106	1,218	3,653	2.00%	186,317
22	1	61,488	62,718	1,230	7,379	2.00%	376,307
23	6	62,088	63,330	1,242	2,484	2.00%	126,660
24	4	62,688	63,942	1,254	3,761	2.00%	191,825
25	2	63,288	64,554	1,266	2,532	2.00%	129,108
26	1	63,888	65,166	1,278	5,111	2.00%	260,663
27	4	64,488	65,778	1,290	5,159	2.00%	263,111
28	3	65,088	66,390	1,302	6,509	2.00%	331,949
29	5	65,688	67,002	1,314	3,941	2.00%	201,005
30	18	65,688	67,600	1,912	36,328	2.91%	1,284,400

270

\$ 357,875

\$ 15,299,435

2% Annual step raise except where state requirements needed to be met (Year 0,1,6,&11)

Option D - Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	2	48,288	50,000	1,712	3,424	3.55%	100,000
1	23	48,888	50,645	1,757	40,411	3.59%	1,164,835
2	14	49,488	50,700	1,212	16,968	2.34%	709,800
3	23	50,088	50,750	662	15,226	1.11%	1,167,250
4	15	50,688	50,800	112	1,680	0.00%	762,000
5	11	51,288	51,288	0	0	0.00%	564,168
6	10	51,888	53,370	1,482	14,820	2.86%	533,700
7	7	52,488	53,500	1,012	7,084	1.68%	374,500
8	9	53,088	53,550	462	4,158	0.53%	481,950
9	9	53,688	53,700	12	108	0.00%	483,300
10	10	54,288	54,288	0	0	0.00%	542,880
11	10	54,888	56,900	2,012	20,120	3.67%	569,000
12	12	55,488	56,950	1,462	17,544	2.54%	683,400
13	7	56,088	57,000	912	6,384	1.45%	399,000
14	9	56,688	57,050	362	3,258	0.37%	513,450
15	8	57,288	57,288	0	0	0.00%	458,304
16	10	57,888	57,888	0	0	0.00%	578,880
17	6	58,488	58,488	0	0	0.00%	350,928
18	7	59,088	59,088	0	0	0.00%	413,616
19	12	59,688	59,688	0	0	0.00%	716,256
20	9	60,288	60,288	0	0	0.00%	542,592
21	7	60,888	60,888	0	0	0.00%	426,216
22	1	61,488	61,488	0	0	0.00%	61,488
23	6	62,088	62,088	0	0	0.00%	372,528
24	4	62,688	62,688	0	0	0.00%	250,752
25	2	63,288	63,288	0	0	0.00%	126,576
26	1	63,888	63,888	0	0	0.00%	63,888
27	4	64,488	64,488	0	0	0.00%	257,952
28	3	65,088	65,088	0	0	0.00%	195,264
29	5	65,688	65,688	0	0	0.00%	328,440
30	18	65,688	66,288	600	10,800	0.91%	1,193,184

270

\$ 161,985

\$ 15,386,097

No step increases year after year except where required to meet TDOE salary schedule requirements and some of the years following those requirements in order to smooth the transition of the in-between years.

Pay Scales - Draft I

Option A - Master

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	51,288	53,605	2,317	-	5%	-
1	4	51,888	53,645	1,757	7,028	3%	214,580
2	7	52,488	54,190	1,702	11,914	3%	379,330
3	7	53,088	54,735	1,647	11,529	3%	383,145
4	10	53,688	55,280	1,592	15,920	3%	552,800
5	10	54,288	55,825	1,537	15,370	3%	558,250
6	4	54,888	57,365	2,477	9,908	5%	229,460
7	6	55,488	57,500	2,012	12,072	4%	345,000
8	3	56,088	57,782	1,694	5,082	3%	173,346
9	8	56,688	58,488	1,800	14,400	3%	467,904
10	6	57,288	59,194	1,906	11,436	3%	355,164
11	6	57,888	61,380	3,492	20,952	6%	368,280
12	11	58,488	61,500	3,012	33,132	5%	676,500
13	6	59,088	61,600	2,512	15,072	4%	369,600
14	12	59,688	61,700	2,012	24,144	3%	740,400
15	8	60,288	61,900	1,612	12,896	3%	495,200
16	8	60,888	62,400	1,512	12,096	2%	499,200
17	8	61,488	62,900	1,412	11,296	2%	503,200
18	3	62,088	63,400	1,312	3,936	2%	190,200
19	15	62,688	63,900	1,212	18,180	2%	958,500
20	10	63,288	64,400	1,112	11,120	2%	644,000
21	6	63,888	64,900	1,012	6,072	2%	389,400
22	13	64,488	65,400	912	11,856	1%	850,200
23	2	65,088	65,900	812	1,624	1%	131,800
24	10	65,688	66,400	712	7,120	1%	664,000
25	9	66,288	66,900	612	5,508	1%	602,100
26	5	66,888	67,400	512	2,560	1%	337,000
27	8	67,488	67,900	412	3,296	1%	543,200
28	3	68,088	68,400	312	936	0%	205,200
29	3	68,688	68,900	212	636	0%	206,700
30	28	68,688	69,400	712	19,936	1%	1,943,200

239

\$ 337,027

\$ 14,976,859

**Each step is Base(Bachelor) + \$3,000, except for year 1 where state requirement of Base + \$3,605 had to be met.

Option B - Master

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	51,288	53,605	2,317	9,268	5%	214,420
1	4	51,888	53,645	1,757	15,813	3%	482,805
2	7	52,488	54,190	1,702	13,616	3%	433,520
3	7	53,088	54,735	1,647	19,764	3%	656,820
4	10	53,688	55,280	1,592	25,472	3%	884,480
5	10	54,288	55,825	1,537	9,222	3%	334,950
6	4	54,888	57,365	2,477	19,816	5%	458,920
7	6	55,488	57,476	1,988	5,964	4%	172,428
8	3	56,088	57,782	1,694	15,246	3%	520,038
9	8	56,688	58,488	1,800	12,600	3%	409,416
10	6	57,288	59,194	1,906	11,436	3%	355,164
11	6	57,888	61,380	3,492	41,904	6%	736,560
12	11	58,488	61,500	3,012	18,072	5%	369,000
13	6	59,088	61,600	2,512	32,656	4%	800,800
14	12	59,688	61,700	2,012	20,120	3%	617,000
15	8	60,288	62,300	2,012	20,120	3%	623,000
16	8	60,888	62,900	2,012	18,108	3%	566,100
17	8	61,488	63,500	2,012	10,060	3%	317,500
18	3	62,088	64,100	2,012	34,204	3%	1,089,700
19	15	62,688	64,700	2,012	22,132	3%	711,700
20	10	63,288	65,300	2,012	12,072	3%	391,800
21	6	63,888	65,900	2,012	24,144	3%	790,800
22	13	64,488	66,500	2,012	2,012	3%	66,500
23	2	65,088	67,100	2,012	16,096	3%	536,800
24	10	65,688	67,700	2,012	20,120	3%	677,000
25	9	66,288	68,300	2,012	14,084	3%	478,100
26	5	66,888	68,900	2,012	18,108	3%	620,100
27	8	67,488	69,500	2,012	8,048	3%	278,000
28	3	68,088	70,100	2,012	6,036	3%	210,300
29	3	68,688	70,700	2,012	6,036	3%	212,100
30	28	68,688	71,300	2,612	88,808	4%	2,424,200

239

\$ 591,157

\$ 17,440,021

Base (Bachelor) +\$3,000

Except years where State Requirements needed to be met.

Option B - Master was designed the same way as Option A. The only difference is that years 12-30 receive an increase of \$600 per year.

Option C - Master

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	51,288	53,605	2,317	-	5%	-
1	4	51,888	53,704	1,816	7,264	3%	214,816
2	7	52,488	54,325	1,837	12,860	3%	380,276
3	7	53,088	54,946	1,858	13,007	3%	384,623
4	10	53,688	55,567	1,879	18,791	3%	555,671
5	10	54,288	56,188	1,900	19,001	3%	561,881
6	4	54,888	57,365	2,477	9,908	5%	229,460
7	6	55,488	57,598	2,110	12,659	4%	345,587
8	3	56,088	57,710	1,622	4,865	3%	173,129
9	8	56,688	57,822	1,134	9,070	2%	462,574
10	6	57,288	58,434	1,146	6,875	2%	350,603
11	6	57,888	61,380	3,492	20,952	6%	368,280
12	11	58,488	61,658	3,170	34,867	5%	678,235
13	6	59,088	61,770	2,682	16,091	5%	370,619
14	12	59,688	61,900	2,212	26,544	4%	742,800
15	8	60,288	62,000	1,712	13,696	3%	496,000
16	8	60,888	62,106	1,218	9,742	2%	496,846
17	8	61,488	62,718	1,230	9,838	2%	501,742
18	3	62,088	63,330	1,242	3,725	2%	189,989
19	15	62,688	63,942	1,254	18,806	2%	959,126
20	10	63,288	64,554	1,266	12,658	2%	645,538
21	6	63,888	65,166	1,278	7,667	2%	390,995
22	13	64,488	65,778	1,290	16,767	2%	855,111
23	2	65,088	66,390	1,302	2,604	2%	132,780
24	10	65,688	67,002	1,314	13,138	2%	670,018
25	9	66,288	67,614	1,326	11,932	2%	608,524
26	5	66,888	68,226	1,338	6,689	2%	341,129
27	8	67,488	68,838	1,350	10,798	2%	550,702
28	3	68,088	69,450	1,362	4,085	2%	208,349
29	3	68,688	70,062	1,374	4,121	2%	210,185
30	28	68,688	70,062	1,374	38,465	2%	1,961,729

239

\$ 397,483

\$ 15,037,315

2% Annual step raise except where state requirements needed to be met (Year 0,1,6,&11)

Some of the years following years 0,1,6,& 11 required a higher % raise in order for the scale to flow more efficiently.

Option D - Master

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	51,288	53,605	2,317	-	4.52%	-
1	4	51,888	53,645	1,757	7,028	3.39%	214,580
2	7	52,488	53,745	1,257	8,799	2.39%	376,215
3	7	53,088	53,845	757	5,299	1.43%	376,915
4	10	53,688	53,945	257	2,570	0.48%	539,450
5	10	54,288	54,288	0	-	0.00%	542,880
6	4	54,888	57,365	2,477	9,908	4.51%	229,460
7	6	55,488	57,865	2,377	14,262	4.28%	347,190
8	3	56,088	58,365	2,277	6,831	4.06%	175,095
9	8	56,688	58,865	2,177	17,416	3.84%	470,920
10	6	57,288	59,365	2,077	12,462	3.63%	356,190
11	6	57,888	61,380	3,492	20,952	6.03%	368,280
12	11	58,488	61,500	3,012	33,132	5.15%	676,500
13	6	59,088	61,600	2,512	15,072	4.25%	369,600
14	12	59,688	61,700	2,012	24,144	3.37%	740,400
15	8	60,288	61,800	1,512	12,096	2.51%	494,400
16	8	60,888	61,900	1,012	8,096	1.66%	495,200
17	8	61,488	62,000	512	4,096	0.83%	496,000
18	3	62,088	62,088	0	-	0.00%	186,264
19	15	62,688	62,688	0	-	0.00%	940,320
20	10	63,288	63,288	0	-	0.00%	632,880
21	6	63,888	63,888	0	-	0.00%	383,328
22	13	64,488	64,488	0	-	0.00%	838,344
23	2	65,088	65,088	0	-	0.00%	130,176
24	10	65,688	65,688	0	-	0.00%	656,880
25	9	66,288	66,288	0	-	0.00%	596,592
26	5	66,888	66,888	0	-	0.00%	334,440
27	8	67,488	67,488	0	-	0.00%	539,904
28	3	68,088	68,088	0	-	0.00%	204,264
29	3	68,688	68,688	0	-	0.00%	206,064
30	28	68,688	69,288	600	16,800	0.87%	1,940,064

239

\$ 218,963

\$ 14,858,795

No step increases year after year except where required to meet TDOE salary schedule requirements and some of the years following those requirements in order to smooth the transition of the in-between years.

Option A - EDS

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	54,288	56,000	1,712	0	3%	-
1	0	54,888	56,645	1,757	0	3%	-
2	0	55,488	57,190	1,702	0	3%	-
3	0	56,088	57,735	1,647	0	3%	-
4	1	56,688	58,280	1,592	1592	3%	58,280
5	0	57,288	58,825	1,537	0	3%	-
6	1	57,888	59,370	1,482	1482	3%	59,370
7	0	58,488	60,076	1,588	0	3%	-
8	0	59,678	60,782	1,104	0	2%	-
9	1	61,399	61,488	89	89	0%	61,488
10	1	62,663	62,194	-469	0	0%	62,194
11	1	62,917	62,900	-17	0	0%	62,900
12	0	64,201	63,400	-801	0	0%	-
13	1	64,474	63,900	-574	0	0%	63,900
14	2	65,786	64,400	-1,386	0	0%	128,800
15	0	66,042	64,900	-1,142	0	0%	-
16	2	67,401	65,400	-2,001	0	0%	130,800
17	2	67,414	65,900	-1,514	0	0%	131,800
18	2	68,550	66,400	-2,150	0	0%	132,800
19	4	68,564	66,900	-1,664	0	0%	267,600
20	3	69,734	67,400	-2,334	0	0%	202,200
21	3	70,067	67,900	-2,167	0	0%	203,700
22	0	70,403	68,400	-2,003	0	0%	-
23	0	70,740	68,900	-1,840	0	0%	-
24	1	71,078	69,400	-1,678	0	0%	69,400
25	1	71,419	69,900	-1,519	0	0%	69,900
26	0	71,761	70,400	-1,361	0	0%	-
27	3	71,838	70,900	-938	0	0%	212,700
28	2	72,488	71,400	-1,088	0	0%	142,800
29	3	73,138	71,900	-1,238	0	0%	215,700
30	17	73,138	72,400	-738	0	0%	1,230,800

51

\$ 3,163

\$ 3,507,132

**Each step is Base (Bachelor) + \$6,000

**Employees that fall in the years that are marked in red will have their salaries frozen for 2026-2027

Option B - EDS

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	54,288	56,000	1,712	0	3%	-
1	0	54,888	56,645	1,757	1757	3%	56,645
2	0	55,488	57,190	1,702	0	3%	-
3	0	56,088	57,735	1,647	1647	3%	57,735
4	1	56,688	58,280	1,592	0	3%	-
5	0	57,288	58,825	1,537	1537	3%	58,825
6	1	57,888	59,370	1,482	0	3%	-
7	0	58,488	60,076	1,588	1588	3%	60,076
8	0	59,678	60,782	1,104	1104	2%	60,782
9	1	61,399	61,488	89	89	0%	61,488
10	1	62,663	62,194	-469	0	0%	187,989
11	1	62,917	62,900	-17	0	0%	-
12	0	64,201	63,500	-701	0	0%	128,402
13	1	64,474	64,100	-374	0	0%	128,948
14	2	65,786	64,700	-1,086	0	0%	-
15	0	66,042	65,300	-742	0	0%	132,084
16	2	67,401	65,900	-1,501	0	0%	134,802
17	2	67,414	66,500	-914	0	0%	134,828
18	2	68,550	67,100	-1,450	0	0%	342,750
19	4	68,564	67,700	-864	0	0%	68,564
20	3	69,734	68,300	-1,434	0	0%	209,202
21	3	70,067	68,900	-1,167	0	0%	350,335
22	0	70,403	69,500	-903	0	0%	70,403
23	0	70,740	70,100	-640	0	0%	70,740
24	1	71,078	70,700	-378	0	0%	71,078
25	1	71,419	71,300	-119	0	0%	142,838
26	0	71,761	71,900	139	0	0%	215,700
27	3	71,838	72,500	662	0	0%	145,000
28	2	72,488	73,100	612	0	0%	219,300
29	3	73,138	73,700	562	0	0%	221,100
30	17	73,138	74,300	1,162	0	0%	1,114,500

51

\$ 7,722

\$ 4,444,114

Base (Bachelor) +\$6,000

Except years where State Requirements needed to be met.

Option B - EDS was designed the same way as Option A. The only difference is that years 12-30 receive an increase of \$600 per year.

Option C - EDS

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	54,288	56,000	1,712	-	3.15%	-
1	0	54,888	56,260	1,372	-	2.50%	-
2	0	55,488	56,598	1,110	-	2.00%	-
3	0	56,088	57,210	1,122	-	2.00%	-
4	1	56,688	57,822	1,134	1,134	2.00%	56,688
5	0	57,288	58,434	1,146	-	2.00%	-
6	1	57,888	59,370	1,482	1,482	2.56%	57,888
7	0	58,488	59,658	1,170	-	2.00%	-
8	0	59,678	60,872	1,194	-	2.00%	-
9	1	61,399	62,627	1,228	1,228	2.00%	61,399
10	1	62,663	63,916	1,253	1,253	2.00%	62,663
11	1	62,917	64,175	1,258	1,258	2.00%	62,917
12	0	64,201	65,485	1,284	-	2.00%	-
13	1	64,474	65,763	1,289	1,289	2.00%	64,474
14	2	65,786	67,102	1,316	2,631	2.00%	131,572
15	0	66,042	67,363	1,321	-	2.00%	-
16	2	67,401	68,749	1,348	2,696	2.00%	134,802
17	2	67,414	68,762	1,348	2,697	2.00%	134,828
18	2	68,550	69,921	1,371	2,742	2.00%	137,100
19	4	68,564	69,935	1,371	5,485	2.00%	274,256
20	3	69,734	71,129	1,395	4,184	2.00%	209,202
21	3	70,067	71,468	1,401	4,204	2.00%	210,201
22	0	70,403	71,811	1,408	-	2.00%	-
23	0	70,740	72,155	1,415	-	2.00%	-
24	1	71,078	72,500	1,422	1,422	2.00%	71,078
25	1	71,419	72,847	1,428	1,428	2.00%	71,419
26	0	71,761	73,196	1,435	-	2.00%	-
27	3	71,838	73,275	1,437	4,310	2.00%	215,514
28	2	72,488	73,938	1,450	2,900	2.00%	144,976
29	3	73,138	74,601	1,463	4,388	2.00%	219,414
30	17	73,138	75,201	2,063	35,067	2.82%	1,243,346

51

\$ 81,799

\$ 3,563,737

2% Annual step raise except where state requirements needed to be met (Year 0,1,6,&11)

Option D - EDS

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	54,288	56,000	1,712	-	3.15%	-
1	0	54,888	56,100	1,212	1,212	2.21%	56,100
2	0	55,488	56,200	712	-	1.28%	-
3	0	56,088	56,300	212	212	0.38%	56,300
4	1	56,688	56,700	12	-	0.02%	-
5	0	57,288	57,300	12	12	0.02%	57,300
6	1	57,888	59,370	1,482	-	2.56%	-
7	0	58,488	59,400	912	912	1.56%	59,400
8	0	59,678	59,678	0	-	0.00%	59,678
9	1	61,399	61,399	0	-	0.00%	61,399
10	1	62,663	62,663	0	-	0.00%	187,989
11	1	62,917	63,000	83	-	0.13%	-
12	0	64,201	64,201	0	-	0.00%	128,402
13	1	64,474	64,474	0	-	0.00%	128,948
14	2	65,786	65,786	0	-	0.00%	-
15	0	66,042	66,042	0	-	0.00%	132,084
16	2	67,401	67,401	0	-	0.00%	134,802
17	2	67,414	67,414	0	-	0.00%	134,828
18	2	68,550	68,550	0	-	0.00%	342,750
19	4	68,564	68,564	0	-	0.00%	68,564
20	3	69,734	69,734	0	-	0.00%	209,202
21	3	70,067	70,067	0	-	0.00%	350,335
22	0	70,403	70,403	0	-	0.00%	70,403
23	0	70,740	70,740	0	-	0.00%	70,740
24	1	71,078	71,078	0	-	0.00%	71,078
25	1	71,419	71,419	0	-	0.00%	142,838
26	0	71,761	71,761	0	-	0.00%	215,283
27	3	71,838	71,838	0	-	0.00%	143,676
28	2	72,488	72,488	0	-	0.00%	217,464
29	3	73,138	73,138	0	-	0.00%	219,414
30	17	73,138	73,238	100	1,500	0.14%	1,098,570

51

\$ 3,848

\$ 4,417,547

No step increases year after year except where required to meet TDOE salary schedule requirements and some of the years following those requirements in order to smooth the transition of the in-between years.

Option A - Doctorate

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	57,288	59,000	1,712	0	3%	-
1	0	57,888	59,645	1,757	0	3%	-
2	0	58,488	60,190	1,702	0	3%	-
3	0	59,088	60,735	1,647	3,294	3%	121,470
4	2	59,688	61,280	1,592	0	3%	-
5	0	60,497	61,825	1,328	0	2%	-
6	0	61,687	62,370	683	0	1%	-
7	0	63,293	63,076	-217	0	0%	63,076
8	1	64,571	63,782	-789	0	0%	63,782
9	1	66,471	64,488	-1,983	0	0%	-
10	0	67,841	65,194	-2,647	0	0%	-
11	0	68,096	65,900	-2,196	0	0%	-
12	0	69,483	66,400	-3,083	0	0%	-
13	0	69,776	66,900	-2,876	0	0%	-
14	0	71,208	67,400	-3,808	0	0%	134,800
15	2	71,454	67,900	-3,554	0	0%	67,900
16	1	72,928	68,400	-4,528	0	0%	68,400
17	1	72,941	68,900	-4,041	0	0%	-
18	0	74,198	69,400	-4,798	0	0%	-
19	0	74,211	69,900	-4,311	0	0%	69,900
20	0	75,529	70,400	-5,129	0	0%	-
21	0	75,892	70,900	-4,992	0	0%	141,800
22	2	76,256	71,400	-4,856	0	0%	71,400
23	1	76,622	71,900	-4,722	0	0%	71,900
24	1	76,991	72,400	-4,591	0	0%	-
25	0	77,361	72,900	-4,461	0	0%	-
26	0	77,961	73,400	-4,561	0	0%	73,400
27	1	78,561	73,900	-4,661	0	0%	221,700
28	2	79,161	74,400	-4,761	0	0%	-
29	0	79,761	74,900	-4,861	0	0%	74,900
30	5	79,761	75,400	-4,361	0	0%	301,600

20

\$ 3,294

\$ 1,546,028

**Each step is Base (Bachelor) + \$9,000

**Employees that fall in the years that are marked in red will have their salaries frozen for 2026-2027

Option B - Doctorate

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	57,288	59,000	1,712	0	3%	-
1	0	57,888	59,645	1,757	0	3%	-
2	0	58,488	60,190	1,702	0	3%	-
3	0	59,088	60,735	1,647	3,294	3%	121,470
4	2	59,688	61,280	1,592	0	3%	-
5	0	60,497	61,825	1,328	0	2%	-
6	0	61,687	62,370	683	0	1%	-
7	0	63,293	63,076	-217	0	0%	63,076
8	1	64,571	63,782	-789	0	0%	63,782
9	1	66,471	64,488	-1,983	0	0%	-
10	0	67,841	65,194	-2,647	0	0%	-
11	0	68,096	65,900	-2,196	0	0%	-
12	0	69,483	66,500	-2,983	0	0%	-
13	0	69,776	67,100	-2,676	0	0%	-
14	0	71,208	67,700	-3,508	0	0%	135,400
15	2	71,454	68,300	-3,154	0	0%	68,300
16	1	72,928	68,900	-4,028	0	0%	68,900
17	1	72,941	69,500	-3,441	0	0%	-
18	0	74,198	70,100	-4,098	0	0%	-
19	0	74,211	70,700	-3,511	0	0%	70,700
20	0	75,529	71,300	-4,229	0	0%	-
21	0	75,892	71,900	-3,992	0	0%	143,800
22	2	76,256	72,500	-3,756	0	0%	72,500
23	1	76,622	73,100	-3,522	0	0%	73,100
24	1	76,991	73,700	-3,291	0	0%	-
25	0	77,361	74,300	-3,061	0	0%	-
26	0	77,961	74,900	-3,061	0	0%	74,900
27	1	78,561	75,500	-3,061	0	0%	226,500
28	2	79,161	76,100	-3,061	0	0%	-
29	0	79,761	76,700	-3,061	0	0%	76,700
30	5	79,761	77,300	-2,461	0	0%	309,200

20

\$ 3,294

\$ 1,568,328

Base (Bachelor)+\$9,000

Except years where State Requirements needed to be met.

Option B - Doctorate was designed the same way as Option A. The only difference is that years 12-30 receive an increase of \$600 per year.

Option C - Doctorate

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	57,288	59,000	1,712	-	2.99%	-
1	0	57,888	59,046	1,158	-	2.00%	-
2	0	58,488	59,658	1,170	-	2.00%	-
3	0	59,088	60,270	1,182	-	2.00%	-
4	2	59,688	60,882	1,194	2,388	2.00%	121,764
5	0	60,497	61,707	1,210	-	2.00%	-
6	0	61,687	62,370	683	-	1.11%	-
7	0	63,293	64,559	1,266	-	2.00%	-
8	1	64,571	65,862	1,291	1,291	2.00%	65,862
9	1	66,471	67,800	1,329	1,329	2.00%	67,800
10	0	67,841	68,519	678	-	1.00%	-
11	0	68,096	68,600	504	-	0.74%	-
12	0	69,483	70,873	1,390	-	2.00%	-
13	0	69,776	71,172	1,396	-	2.00%	-
14	0	71,208	72,632	1,424	-	2.00%	-
15	2	71,454	72,883	1,429	2,858	2.00%	145,766
16	1	72,928	74,387	1,459	1,459	2.00%	74,387
17	1	72,941	74,400	1,459	1,459	2.00%	74,400
18	0	74,198	75,682	1,484	-	2.00%	-
19	0	74,211	75,695	1,484	-	2.00%	-
20	0	75,529	77,040	1,511	-	2.00%	-
21	0	75,892	77,410	1,518	-	2.00%	-
22	2	76,256	77,781	1,525	3,050	2.00%	155,562
23	1	76,622	78,154	1,532	1,532	2.00%	78,154
24	1	76,991	78,531	1,540	1,540	2.00%	78,531
25	0	77,361	78,908	1,547	-	2.00%	-
26	0	77,961	79,520	1,559	-	2.00%	-
27	1	78,561	80,132	1,571	1,571	2.00%	80,132
28	2	79,161	80,744	1,583	3,166	2.00%	161,488
29	0	79,761	81,356	1,595	-	2.00%	-
30	5	79,761	81,755	1,994	9,970	2.50%	408,775

20

\$ 31,614

\$ 1,512,622

2% Annual step raise except where state requirements needed to be met (Year 0,1,6,&11)

Option D - Doctorate

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	% INCREASE	TOTAL BUDGET AMOUNT
0	0	57,288	59,000	1,712	-	2.99%	-
1	0	57,888	59,100	1,212	-	2.09%	-
2	0	58,488	59,200	712	-	1.22%	-
3	0	59,088	59,300	212	424	0.36%	118,600
4	2	59,688	59,688	0	-	0.00%	-
5	0	60,497	60,497	0	-	0.00%	-
6	0	61,687	62,370	683	-	1.11%	-
7	0	63,293	63,293	0	-	0.00%	63,293
8	1	64,571	64,571	0	-	0.00%	64,571
9	1	66,471	66,471	0	-	0.00%	-
10	0	67,841	67,841	0	-	0.00%	-
11	0	68,096	69,000	904	-	1.33%	-
12	0	69,483	69,483	0	-	0.00%	-
13	0	69,776	69,776	0	-	0.00%	-
14	0	71,208	71,208	0	-	0.00%	142,416
15	2	71,454	71,454	0	-	0.00%	71,454
16	1	72,928	72,928	0	-	0.00%	72,928
17	1	72,941	72,941	0	-	0.00%	-
18	0	74,198	74,198	0	-	0.00%	-
19	0	74,211	74,211	0	-	0.00%	74,211
20	0	75,529	75,529	0	-	0.00%	-
21	0	75,892	75,892	0	-	0.00%	151,784
22	2	76,256	76,256	0	-	0.00%	76,256
23	1	76,622	76,622	0	-	0.00%	76,622
24	1	76,991	76,991	0	-	0.00%	-
25	0	77,361	77,361	0	-	0.00%	-
26	0	77,961	77,961	0	-	0.00%	77,961
27	1	78,561	78,561	0	-	0.00%	235,683
28	2	79,161	79,161	0	-	0.00%	-
29	0	79,761	79,761	0	-	0.00%	79,761
30	5	79,761	79,861	100	400	0.13%	319,444

20

\$ 824

\$ 1,624,984

No step increases year after year except where required to meet TDOE salary schedule requirements and some of the years following those requirements in order to smooth the transition of the in-between years.

Total Budget for Certified Teachers According to Each Option

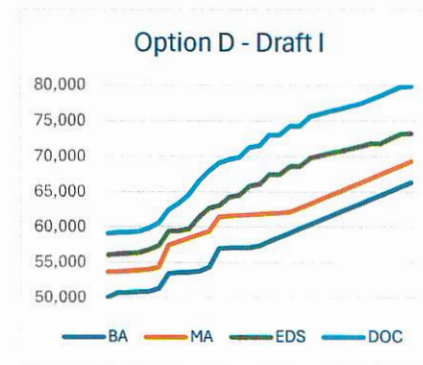
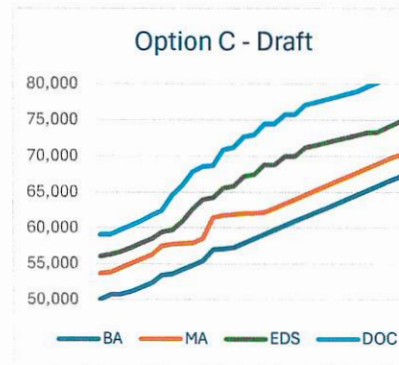
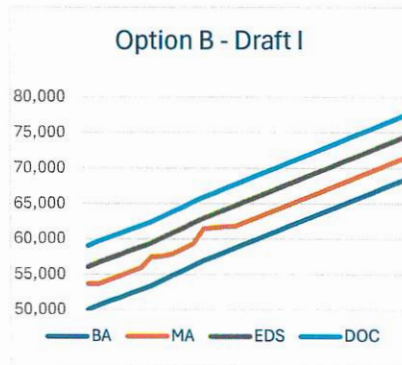
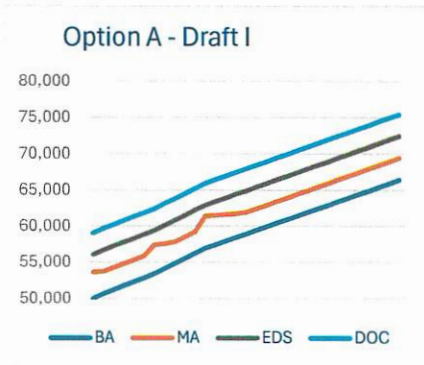
Draft I
2026-2027

OPTION A		
Bachelor	\$	15,332,322
Master	\$	17,260,721
EDS	\$	4,397,414
Doctorate	\$	1,546,028
	\$	38,536,485
<hr/>		
<i>Total Increase</i>	\$	3,952,611
Frozen: 48 EDS, 18 DOC		

OPTION B		
Bachelor	\$	15,741,377
Master	\$	17,440,021
EDS	\$	4,444,114
Doctorate	\$	1,568,328
	\$	39,193,840
<hr/>		
<i>Total Increase</i>	\$	4,609,966
Frozen: 23 EDS, 18 DOC		

OPTION C		
Bachelor	\$	15,299,435
Master	\$	15,037,315
EDS	\$	3,563,737
Doctorate	\$	1,512,622
	\$	35,413,109
<hr/>		
<i>Total Increase</i>	\$	829,235
Frozen: 0 EDS, 0 DOC		

OPTION D		
Bachelor	\$	15,386,097
Master	\$	14,858,795
EDS	\$	4,417,547
Doctorate	\$	1,624,984
	\$	36,287,423
<hr/>		
<i>Total Increase</i>	\$	1,703,549
Frozen: 48 EDS, 20 DOC		



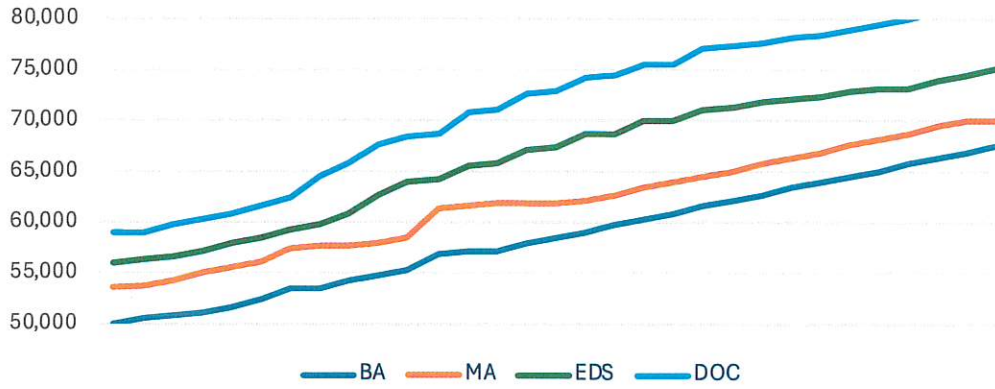
Option A
Draft I - \$ 38,536,485



Option B
Draft I - \$ 39,193,840



Option C Draft I - \$ 35,413,109



Option D Draft I - \$ 36,287,423



Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	Total Cost 25-26
0	23	48,288	50,750		2,462	1,110,624
1	14	48,888	51,350	3,062	2,462	684,432
2	23	49,488	51,950	3,062	2,462	1,138,224
3	15	50,088	52,550	3,062	2,462	751,320
4	11	50,688	53,150	3,062	2,462	557,568
5	10	51,288	53,750	3,062	2,462	512,880
6	7	51,888	54,350	3,062	2,462	363,216
7	9	52,488	54,950	3,062	2,462	472,392
8	9	53,088	55,550	3,062	2,462	477,792
9	10	53,688	56,150	3,062	2,462	536,880
10	10	54,288	56,750	3,062	2,462	542,880
11	12	54,888	57,350	3,062	2,462	658,656
12	7	55,488	57,950	3,062	2,462	388,416
13	9	56,088	58,550	3,062	2,462	504,792
14	8	56,688	59,150	3,062	2,462	453,504
15	10	57,288	59,750	3,062	2,462	572,880
16	6	57,888	60,350	3,062	2,462	347,328
17	7	58,488	60,950	3,062	2,462	409,416
18	12	59,088	61,550	3,062	2,462	709,056
19	9	59,688	62,150	3,062	2,462	537,192
20	7	60,288	62,750	3,062	2,462	422,016
21	1	60,888	63,350	3,062	2,462	60,888
22	6	61,488	63,950	3,062	2,462	368,928
23	4	62,088	64,550	3,062	2,462	248,352
24	2	62,688	65,150	3,062	2,462	125,376
25	1	63,288	65,750	3,062	2,462	63,288
26	4	63,888	66,350	3,062	2,462	255,552
27	3	64,488	66,950	3,062	2,462	193,464
28	5	65,088	67,550	3,062	2,462	325,440
29	18	65,688	68,150	3,062	2,462	1,182,384

272

\$14,975,136

Total Costs for Currently Employed Certified Employees

\$34,583,874

**This is representation of current employees, their years of experience, and the degree they hold.

Master

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	Total Cost 25-26
0	4	51,288	53,750		2,462	205,152
1	7	51,888	54,350	3,062	2,462	363,216
2	7	52,488	54,950	3,062	2,462	367,416
3	10	53,088	55,550	3,062	2,462	530,880
4	10	53,688	56,150	3,062	2,462	536,880
5	4	54,288	56,750	3,062	2,462	217,152
6	6	54,888	57,365	3,077	2,477	329,328
7	3	55,488	57,950	3,062	2,462	166,464
8	8	56,088	58,550	3,062	2,462	448,704
9	6	56,688	59,150	3,062	2,462	340,128
10	6	57,288	59,750	3,062	2,462	343,728
11	11	57,888	61,400	4,112	3,512	636,768
12	6	58,488	61,500	3,612	3,012	350,928
13	12	59,088	61,600	3,112	2,512	709,056
14	8	59,688	62,150	3,062	2,462	477,504
15	8	60,288	62,750	3,062	2,462	482,304
16	8	60,888	63,350	3,062	2,462	487,104
17	3	61,488	63,950	3,062	2,462	184,464
18	15	62,088	64,550	3,062	2,462	931,320
19	10	62,688	65,150	3,062	2,462	626,880
20	6	63,288	65,750	3,062	2,462	379,728
21	13	63,888	66,350	3,062	2,462	830,544
22	2	64,488	66,950	3,062	2,462	128,976
23	10	65,088	67,550	3,062	2,462	650,880
24	9	65,688	68,150	3,062	2,462	591,192
25	5	66,288	68,750	3,062	2,462	331,440
26	8	66,888	69,350	3,062	2,462	535,104
27	3	67,488	69,950	3,062	2,462	202,464
28	3	68,088	70,550	3,062	2,462	204,264
29	28	68,688	71,150	3,062	2,462	1,923,264
239						\$14,513,232

EDS

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	Total Cost 25-26
0	0	54,288	3,000		-51,288	-
1	0	54,888	3,600	-50,688	-51,288	-
2	0	55,488	4,200	-50,688	-51,288	-
3	1	56,088	4,800	-50,688	-51,288	56,088
4	0	56,688	5,400	-50,688	-51,288	-
5	1	57,288	6,000	-50,688	-51,288	57,288
6	0	57,888	6,600	-50,688	-51,288	-
7	0	58,488	7,200	-50,688	-51,288	-
8	1	59,678	7,800	-50,688	-51,878	59,678
9	1	61,399	8,400	-51,278	-52,999	61,399
10	1	62,663	9,000	-52,399	-53,663	62,663
11	0	62,917	9,600	-53,063	-53,317	-
12	1	64,201	10,200	-52,717	-54,001	64,201
13	2	64,474	10,800	-53,401	-53,674	128,948
14	0	65,786	11,400	-53,074	-54,386	-
15	2	66,042	12,000	-53,786	-54,042	132,084
16	2	67,401	12,600	-53,442	-54,801	134,802
17	2	67,414	13,200	-54,201	-54,214	134,828
18	4	68,550	13,800	-53,614	-54,750	274,200
19	3	68,564	14,400	-54,150	-54,164	205,692
20	3	69,734	15,000	-53,564	-54,734	209,202
21	0	70,067	15,600	-54,134	-54,467	-
22	0	70,403	16,200	-53,867	-54,203	-
23	1	70,740	16,800	-53,603	-53,940	70,740
24	1	71,078	17,400	-53,340	-53,678	71,078
25	0	71,419	18,000	-53,078	-53,419	-
26	3	71,761	18,600	-52,819	-53,161	215,283
27	3	71,838	19,200	-52,561	-52,638	215,514
28	3	72,488	19,800	-52,038	-52,688	217,464
29	17	73,138	20,400	-52,088	-52,738	1,243,346
	52					\$3,614,498

Doctorate

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	\$INCREASE	Total Cost 25-26
0	0	57,288	3,000		-54,288	-
1	0	57,888	3,600	-53,688	-54,288	-
2	0	58,488	4,200	-53,688	-54,288	-
3	0	59,088	4,800	-53,688	-54,288	-
4	2	59,688	5,400	-53,688	-54,288	119,376
5	0	60,497	6,000	-53,688	-54,497	-
6	0	61,687	6,600	-53,897	-55,087	-
7	0	63,293	7,200	-54,487	-56,093	-
8	1	64,571	7,800	-55,493	-56,771	64,571
9	1	66,471	8,400	-56,171	-58,071	66,471
10	0	67,841	9,000	-57,471	-58,841	-
11	0	68,096	9,600	-58,241	-58,496	-
12	0	69,483	10,200	-57,896	-59,283	-
13	0	69,776	10,800	-58,683	-58,976	-
14	0	71,208	11,400	-58,376	-59,808	-
15	2	71,454	12,000	-59,208	-59,454	142,908
16	1	72,928	12,600	-58,854	-60,328	72,928
17	1	72,941	13,200	-59,728	-59,741	72,941
18	0	74,198	13,800	-59,141	-60,398	-
19	0	74,211	14,400	-59,798	-59,811	-
20	0	75,529	15,000	-59,211	-60,529	-
21	0	75,892	15,600	-59,929	-60,292	-
22	2	76,256	16,200	-59,692	-60,056	152,512
23	1	76,622	16,800	-59,456	-59,822	76,622
24	1	76,991	17,400	-59,222	-59,591	76,991
25	0	77,361	18,000	-58,991	-59,361	-
26	0	77,961	18,600	-58,761	-59,361	-
27	1	78,561	19,200	-58,761	-59,361	78,561
28	2	79,161	19,800	-58,761	-59,361	158,322
29	5	79,761	20,400	-58,761	-59,361	398,805
20						\$1,481,008

Option A

\$4,000 between degrees; \$600 between steps

Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
0	2	48,288	51,380		3,092	-	102,760
1	23	48,888	51,980	3,692	3,092	84,916	1,195,540
2	14	49,488	52,580	3,692	3,092	51,688	736,120
3	23	50,088	53,180	3,692	3,092	84,916	1,223,140
4	15	50,688	53,780	3,692	3,092	55,380	806,700
5	11	51,288	54,380	3,692	3,092	40,612	598,180
6	10	51,888	54,980	3,692	3,092	36,920	549,800
7	7	52,488	55,580	3,692	3,092	25,844	389,060
8	9	53,088	56,180	3,692	3,092	33,228	505,620
9	9	53,688	56,780	3,692	3,092	33,228	511,020
10	10	54,288	57,380	3,692	3,092	36,920	573,800
11	10	54,888	57,980	3,692	3,092	36,920	579,800
12	12	55,488	58,580	3,692	3,092	44,304	702,960
13	7	56,088	59,180	3,692	3,092	25,844	414,260
14	9	56,688	59,780	3,692	3,092	33,228	538,020
15	8	57,288	60,380	3,692	3,092	29,536	483,040
16	10	57,888	60,980	3,692	3,092	36,920	609,800
17	6	58,488	61,580	3,692	3,092	22,152	369,480
18	7	59,088	62,180	3,692	3,092	25,844	435,260
19	12	59,688	62,780	3,692	3,092	44,304	753,360
20	9	60,288	63,380	3,692	3,092	33,228	570,420
21	7	60,888	63,980	3,692	3,092	25,844	447,860
22	1	61,488	64,580	3,692	3,092	3,692	64,580
23	6	62,088	65,180	3,692	3,092	22,152	391,080
24	4	62,688	65,780	3,692	3,092	14,768	263,120
25	2	63,288	66,380	3,692	3,092	7,384	132,760
26	1	63,888	66,980	3,692	3,092	3,692	66,980
27	4	64,488	67,580	3,692	3,092	14,768	270,320
28	3	65,088	68,180	3,692	3,092	11,076	204,540
29	23	65,688	68,780	3,692	3,092	84,916	1,581,940

Option A

Master

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	51,288	55,380		4,092	-	-
4,000	1	4	51,888	55,980	4,692	4,092	18,768	223,920
4,000	2	7	52,488	56,580	4,692	4,092	32,844	396,060
4,000	3	7	53,088	57,180	4,692	4,092	32,844	400,260
4,000	4	10	53,688	57,780	4,692	4,092	46,920	577,800
4,000	5	10	54,288	58,380	4,692	4,092	46,920	583,800
4,000	6	4	54,888	58,980	4,692	4,092	18,768	235,920
4,000	7	6	55,488	59,580	4,692	4,092	28,152	357,480
4,000	8	3	56,088	60,180	4,692	4,092	14,076	180,540
4,000	9	8	56,688	60,780	4,692	4,092	37,536	486,240
4,000	10	6	57,288	61,380	4,692	4,092	28,152	368,280
4,000	11	6	57,888	61,980	4,692	4,092	28,152	371,880
4,000	12	11	58,488	62,580	4,692	4,092	51,612	688,380
4,000	13	6	59,088	63,180	4,692	4,092	28,152	379,080
4,000	14	12	59,688	63,780	4,692	4,092	56,304	765,360
4,000	15	8	60,288	64,380	4,692	4,092	37,536	515,040
4,000	16	8	60,888	64,980	4,692	4,092	37,536	519,840
4,000	17	8	61,488	65,580	4,692	4,092	37,536	524,640
4,000	18	3	62,088	66,180	4,692	4,092	14,076	198,540
4,000	19	15	62,688	66,780	4,692	4,092	70,380	1,001,700
4,000	20	10	63,288	67,380	4,692	4,092	46,920	673,800
4,000	21	6	63,888	67,980	4,692	4,092	28,152	407,880
4,000	22	13	64,488	68,580	4,692	4,092	60,996	891,540
4,000	23	2	65,088	69,180	4,692	4,092	9,384	138,360
4,000	24	10	65,688	69,780	4,692	4,092	46,920	697,800
4,000	25	9	66,288	70,380	4,692	4,092	42,228	633,420
4,000	26	5	66,888	70,980	4,692	4,092	23,460	354,900
4,000	27	8	67,488	71,580	4,692	4,092	37,536	572,640
4,000	28	3	68,088	72,180	4,692	4,092	14,076	216,540
4,000	29	31	68,688	72,780	4,692	4,092	145,452	2,256,180

Option A

EDS

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	54,288	59,380		5,092	-	-
4,000	1	0	54,888	59,980	5,692	5,092	-	-
4,000	2	0	55,488	60,580	5,692	5,092	-	-
4,000	3	0	56,088	61,180	5,692	5,092	-	-
4,000	4	1	56,688	61,780	5,692	5,092	5,692	61,780
4,000	5	0	57,288	62,380	5,692	5,092	-	-
4,000	6	1	57,888	62,980	5,692	5,092	5,692	62,980
4,000	7	0	58,488	63,580	5,692	5,092	-	-
4,000	8	0	59,678	64,180	5,692	4,502	-	-
4,000	9	1	61,399	64,780	5,102	3,381	5,102	64,780
4,000	10	1	62,663	65,380	3,981	2,717	3,981	65,380
4,000	11	1	62,917	65,980	3,317	3,063	3,317	65,980
4,000	12	0	64,201	66,580	3,663	2,379	-	-
4,000	13	1	64,474	67,180	2,979	2,706	2,979	67,180
4,000	14	2	65,786	67,780	3,306	1,994	6,612	135,560
4,000	15	0	66,042	68,380	2,594	2,338	-	-
4,000	16	2	67,401	68,980	2,938	1,579	5,876	137,960
4,000	17	2	67,414	69,580	2,179	2,166	4,358	139,160
4,000	18	2	68,550	70,180	2,766	1,630	5,532	140,360
4,000	19	4	68,564	70,780	2,230	2,216	8,920	283,120
4,000	20	3	69,734	71,380	2,816	1,646	8,448	214,140
4,000	21	3	70,067	71,980	2,246	1,913	6,738	215,940
4,000	22	0	70,403	72,580	2,513	2,177	-	-
4,000	23	0	70,740	73,180	2,777	2,440	-	-
4,000	24	1	71,078	73,780	3,040	2,702	3,040	73,780
4,000	25	1	71,419	74,380	3,302	2,961	3,302	74,380
4,000	26	0	71,761	74,980	3,561	3,219	-	-
4,000	27	3	71,838	75,580	3,819	3,742	11,457	226,740
4,000	28	2	72,488	76,180	4,342	3,692	8,684	152,360
4,000	29	20	73,138	76,780	4,292	3,642	85,840	1,535,600

Option A

Doctorate

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	57,288	63,380		6,092	-	-
4,000	1	0	57,888	63,980	6,692	6,092	-	-
4,000	2	0	58,488	64,580	6,692	6,092	-	-
4,000	3	0	59,088	65,180	6,692	6,092	-	-
4,000	4	2	59,688	65,780	6,692	6,092	13,384	131,560
4,000	5	0	60,497	66,380	6,692	5,883	-	-
4,000	6	0	61,687	66,980	6,483	5,293	-	-
4,000	7	0	63,293	67,580	5,893	4,287	-	-
4,000	8	1	64,571	68,180	4,887	3,609	4,887	68,180
4,000	9	1	66,471	68,780	4,209	2,309	4,209	68,780
4,000	10	0	67,841	69,380	2,909	1,539	-	-
4,000	11	0	68,096	69,980	2,139	1,884	-	-
4,000	12	0	69,483	70,580	2,484	1,097	-	-
4,000	13	0	69,776	71,180	1,697	1,404	-	-
4,000	14	0	71,208	71,780	2,004	572	-	-
4,000	15	2	71,454	72,380	1,172	926	2,344	144,760
4,000	16	1	72,928	72,980	1,526	52	1,526	72,980
4,000	17	1	72,941	73,580	652	639	652	73,580
4,000	18	0	74,198	74,180	1,239	(18)	-	-
4,000	19	0	74,211	74,780	582	569	-	-
4,000	20	0	75,529	75,380	1,169	(149)	-	-
4,000	21	0	75,892	75,980	451	88	-	-
4,000	22	2	76,256	76,580	688	324	1,376	153,160
4,000	23	1	76,622	77,180	924	558	924	77,180
4,000	24	1	76,991	77,780	1,158	789	1,158	77,780
4,000	25	0	77,361	78,380	1,389	1,019	-	-
4,000	26	0	77,961	78,980	1,619	1,019	-	-
4,000	27	1	78,561	79,580	1,619	1,019	1,619	79,580
4,000	28	2	79,161	80,180	1,619	1,019	3,238	160,360
4,000	29	5	79,761	80,780	1,619	1,019	8,095	403,900

Option B \$4,000 between degrees; \$600 between steps

Setting year 11 at \$61,380 - Savings of \$346,800 over Option A

Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
0	2	48,288	50,780		2,492	-	101,560
1	23	48,888	51,380	3,092	2,492	71,116	1,181,740
2	14	49,488	51,980	3,092	2,492	43,288	727,720
3	23	50,088	52,580	3,092	2,492	71,116	1,209,340
4	15	50,688	53,180	3,092	2,492	46,380	797,700
5	11	51,288	53,780	3,092	2,492	34,012	591,580
6	10	51,888	54,380	3,092	2,492	30,920	543,800
7	7	52,488	54,980	3,092	2,492	21,644	384,860
8	9	53,088	55,580	3,092	2,492	27,828	500,220
9	9	53,688	56,180	3,092	2,492	27,828	505,620
10	10	54,288	56,780	3,092	2,492	30,920	567,800
11	10	54,888	57,380	3,092	2,492	30,920	573,800
12	12	55,488	57,980	3,092	2,492	37,104	695,760
13	7	56,088	58,580	3,092	2,492	21,644	410,060
14	9	56,688	59,180	3,092	2,492	27,828	532,620
15	8	57,288	59,780	3,092	2,492	24,736	478,240
16	10	57,888	60,380	3,092	2,492	30,920	603,800
17	6	58,488	60,980	3,092	2,492	18,552	365,880
18	7	59,088	61,580	3,092	2,492	21,644	431,060
19	12	59,688	62,180	3,092	2,492	37,104	746,160
20	9	60,288	62,780	3,092	2,492	27,828	565,020
21	7	60,888	63,380	3,092	2,492	21,644	443,660
22	1	61,488	63,980	3,092	2,492	3,092	63,980
23	6	62,088	64,580	3,092	2,492	18,552	387,480
24	4	62,688	65,180	3,092	2,492	12,368	260,720
25	2	63,288	65,780	3,092	2,492	6,184	131,560
26	1	63,888	66,380	3,092	2,492	3,092	66,380
27	4	64,488	66,980	3,092	2,492	12,368	267,920
28	3	65,088	67,580	3,092	2,492	9,276	202,740
29	23	65,688	68,180	3,092	2,492	71,116	1,568,140

Option B

Master

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	51,288	54,780		3,492	-	-
4,000	1	4	51,888	55,380	4,092	3,492	16,368	221,520
4,000	2	7	52,488	55,980	4,092	3,492	28,644	391,860
4,000	3	7	53,088	56,580	4,092	3,492	28,644	396,060
4,000	4	10	53,688	57,180	4,092	3,492	40,920	571,800
4,000	5	10	54,288	57,780	4,092	3,492	40,920	577,800
4,000	6	4	54,888	58,380	4,092	3,492	16,368	233,520
4,000	7	6	55,488	58,980	4,092	3,492	24,552	353,880
4,000	8	3	56,088	59,580	4,092	3,492	12,276	178,740
4,000	9	8	56,688	60,180	4,092	3,492	32,736	481,440
4,000	10	6	57,288	60,780	4,092	3,492	24,552	364,680
4,000	11	6	57,888	61,380	4,092	3,492	24,552	368,280
4,000	12	11	58,488	61,980	4,092	3,492	45,012	681,780
4,000	13	6	59,088	62,580	4,092	3,492	24,552	375,480
4,000	14	12	59,688	63,180	4,092	3,492	49,104	758,160
4,000	15	8	60,288	63,780	4,092	3,492	32,736	510,240
4,000	16	8	60,888	64,380	4,092	3,492	32,736	515,040
4,000	17	8	61,488	64,980	4,092	3,492	32,736	519,840
4,000	18	3	62,088	65,580	4,092	3,492	12,276	196,740
4,000	19	15	62,688	66,180	4,092	3,492	61,380	992,700
4,000	20	10	63,288	66,780	4,092	3,492	40,920	667,800
4,000	21	6	63,888	67,380	4,092	3,492	24,552	404,280
4,000	22	13	64,488	67,980	4,092	3,492	53,196	883,740
4,000	23	2	65,088	68,580	4,092	3,492	8,184	137,160
4,000	24	10	65,688	69,180	4,092	3,492	40,920	691,800
4,000	25	9	66,288	69,780	4,092	3,492	36,828	628,020
4,000	26	5	66,888	70,380	4,092	3,492	20,460	351,900
4,000	27	8	67,488	70,980	4,092	3,492	32,736	567,840
4,000	28	3	68,088	71,580	4,092	3,492	12,276	214,740
4,000	29	31	68,688	72,180	4,092	3,492	126,852	2,237,580

Option B

EDS

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	54,288	58,780		4,492	-	-
4,000	1	0	54,888	59,380	5,092	4,492	-	-
4,000	2	0	55,488	59,980	5,092	4,492	-	-
4,000	3	0	56,088	60,580	5,092	4,492	-	-
4,000	4	1	56,688	61,180	5,092	4,492	5,092	61,180
4,000	5	0	57,288	61,780	5,092	4,492	-	-
4,000	6	1	57,888	62,380	5,092	4,492	5,092	62,380
4,000	7	0	58,488	62,980	5,092	4,492	-	-
4,000	8	0	59,678	63,580	5,092	3,902	-	-
4,000	9	1	61,399	64,180	4,502	2,781	4,502	64,180
4,000	10	1	62,663	64,780	3,381	2,117	3,381	64,780
4,000	11	1	62,917	65,380	2,717	2,463	2,717	65,380
4,000	12	0	64,201	65,980	3,063	1,779	-	-
4,000	13	1	64,474	66,580	2,379	2,106	2,379	66,580
4,000	14	2	65,786	67,180	2,706	1,394	5,412	134,360
4,000	15	0	66,042	67,780	1,994	1,738	-	-
4,000	16	2	67,401	68,380	2,338	979	4,676	136,760
4,000	17	2	67,414	68,980	1,579	1,566	3,158	137,960
4,000	18	2	68,550	69,580	2,166	1,030	4,332	139,160
4,000	19	4	68,564	70,180	1,630	1,616	6,520	280,720
4,000	20	3	69,734	70,780	2,216	1,046	6,648	212,340
4,000	21	3	70,067	71,380	1,646	1,313	4,938	214,140
4,000	22	0	70,403	71,980	1,913	1,577	-	-
4,000	23	0	70,740	72,580	2,177	1,840	-	-
4,000	24	1	71,078	73,180	2,440	2,102	2,440	73,180
4,000	25	1	71,419	73,780	2,702	2,361	2,702	73,780
4,000	26	0	71,761	74,380	2,961	2,619	-	-
4,000	27	3	71,838	74,980	3,219	3,142	9,657	224,940
4,000	28	2	72,488	75,580	3,742	3,092	7,484	151,160
4,000	29	20	73,138	76,180	3,692	3,042	73,840	1,523,600

Option B

Doctorate

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	\$ INCREASE	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
4,000	0	0	57,288	62,780		5,492	-	-
4,000	1	0	57,888	63,380	6,092	5,492	-	-
4,000	2	0	58,488	63,980	6,092	5,492	-	-
4,000	3	0	59,088	64,580	6,092	5,492	-	-
4,000	4	2	59,688	65,180	6,092	5,492	12,184	130,360
4,000	5	0	60,497	65,780	6,092	5,283	-	-
4,000	6	0	61,687	66,380	5,883	4,693	-	-
4,000	7	0	63,293	66,980	5,293	3,687	-	-
4,000	8	1	64,571	67,580	4,287	3,009	4,287	67,580
4,000	9	1	66,471	68,180	3,609	1,709	3,609	68,180
4,000	10	0	67,841	68,780	2,309	939	-	-
4,000	11	0	68,096	69,380	1,539	1,284	-	-
4,000	12	0	69,483	69,980	1,884	497	-	-
4,000	13	0	69,776	70,580	1,097	804	-	-
4,000	14	0	71,208	71,180	1,404	(28)	-	-
4,000	15	2	71,454	71,780	572	326	1,144	143,560
4,000	16	1	72,928	72,380	926	(548)	926	72,380
4,000	17	1	72,941	72,980	52	39	52	72,980
4,000	18	0	74,198	73,580	639	(618)	-	-
4,000	19	0	74,211	74,180	(18)	(31)	-	-
4,000	20	0	75,529	74,780	569	(749)	-	-
4,000	21	0	75,892	75,380	(149)	(512)	-	-
4,000	22	2	76,256	75,980	88	(276)	176	151,960
4,000	23	1	76,622	76,580	324	(42)	324	76,580
4,000	24	1	76,991	77,180	558	189	558	77,180
4,000	25	0	77,361	77,780	789	419	-	-
4,000	26	0	77,961	78,380	1,019	419	-	-
4,000	27	1	78,561	78,980	1,019	419	1,019	78,980
4,000	28	2	79,161	79,580	1,019	419	2,038	159,160
4,000	29	5	79,761	80,180	1,019	419	5,095	400,900

Option C \$1,500 per year raise except where state requirements required more.

This option sets year 10 at \$61,380

Doctorate is \$600 per year.

Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
0	2	48,288	50,500		2,212	4,424	101,000
1	23	48,888	50,700	2,412	1,812	55,476	1,166,100
2	14	49,488	50,900	2,012	1,412	28,168	712,600
3	23	50,088	51,000	1,512	912	34,776	1,173,000
4	15	50,688	51,588	1,500	900	22,500	773,820
5	11	51,288	52,188	1,500	900	16,500	574,068
6	10	51,888	53,370	2,082	1,482	20,820	533,700
7	7	52,488	53,388	1,500	900	10,500	373,716
8	9	53,088	53,988	1,500	900	13,500	485,892
9	9	53,688	54,588	1,500	900	13,500	491,292
10	10	54,288	56,900	3,212	2,612	32,120	569,000
11	10	54,888	57,000	2,712	2,112	27,120	570,000
12	12	55,488	57,200	2,312	1,712	27,744	686,400
13	7	56,088	57,400	1,912	1,312	13,384	401,800
14	9	56,688	57,588	1,500	900	13,500	518,292
15	8	57,288	58,188	1,500	900	12,000	465,504
16	10	57,888	58,788	1,500	900	15,000	587,880
17	6	58,488	59,388	1,500	900	9,000	356,328
18	7	59,088	59,988	1,500	900	10,500	419,916
19	12	59,688	60,588	1,500	900	18,000	727,056
20	9	60,288	61,188	1,500	900	13,500	550,692
21	7	60,888	61,788	1,500	900	10,500	432,516
22	1	61,488	62,388	1,500	900	1,500	62,388
23	6	62,088	62,988	1,500	900	9,000	377,928
24	4	62,688	63,588	1,500	900	6,000	254,352
25	2	63,288	64,188	1,500	900	3,000	128,376
26	1	63,888	64,788	1,500	900	1,500	64,788
27	4	64,488	65,388	1,500	900	6,000	261,552
28	3	65,088	65,988	1,500	900	4,500	197,964
29	23	65,688	66,588	1,500	900	34,500	1,531,524

Option C

Master

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
3,105	0	0	51,288	53,605		2,317	0	0
3,100	1	4	51,888	53,800	2,512	1,912	10,048	215,200
3,100	2	7	52,488	54,000	2,112	1,512	14,784	378,000
3,200	3	7	53,088	54,200	1,712	1,112	11,984	379,400
3,000	4	10	53,688	54,588	1,500	900	15,000	545,880
3,000	5	10	54,288	55,188	1,500	900	15,000	551,880
3,995	6	4	54,888	57,365	3,077	2,477	12,308	229,460
4,000	7	6	55,488	57,388	2,500	1,900	15,000	344,328
3,512	8	3	56,088	57,500	2,012	1,412	6,036	172,500
3,000	9	8	56,688	57,588	1,500	900	12,000	460,704
4,480	10	6	57,288	61,380	4,692	4,092	28,152	368,280
4,500	11	6	57,888	61,500	4,212	3,612	25,272	369,000
4,500	12	11	58,488	61,700	3,812	3,212	41,932	678,700
4,500	13	6	59,088	61,900	3,412	2,812	20,472	371,400
4,412	14	12	59,688	62,000	2,912	2,312	34,944	744,000
4,012	15	8	60,288	62,200	2,512	1,912	20,096	497,600
3,000	16	8	60,888	61,788	1,500	900	12,000	494,304
3,000	17	8	61,488	62,388	1,500	900	12,000	499,104
3,000	18	3	62,088	62,988	1,500	900	4,500	188,964
3,000	19	15	62,688	63,588	1,500	900	22,500	953,820
3,000	20	10	63,288	64,188	1,500	900	15,000	641,880
3,000	21	6	63,888	64,788	1,500	900	9,000	388,728
3,000	22	13	64,488	65,388	1,500	900	19,500	850,044
3,000	23	2	65,088	65,988	1,500	900	3,000	131,976
3,000	24	10	65,688	66,588	1,500	900	15,000	665,880
3,000	25	9	66,288	67,188	1,500	900	13,500	604,692
3,000	26	5	66,888	67,788	1,500	900	7,500	338,940
3,000	27	8	67,488	68,388	1,500	900	12,000	547,104
3,000	28	3	68,088	68,988	1,500	900	4,500	206,964
3,000	29	31	68,688	69,588	1,500	900	46,500	2,157,228

Option C

EDS

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
2,495	0	0	54,288	56,100		1,812	0	0
2,500	1	0	54,888	56,300	2,012	1,412	0	0
2,388	2	0	55,488	56,388	1,500	900	0	0
2,788	3	0	56,088	56,988	1,500	900	0	0
3,000	4	1	56,688	57,588	1,500	900	1,500	57588
3,000	5	0	57,288	58,188	1,500	900	0	0
1,423	6	1	57,888	58,788	1,500	900	1,500	58788
2,000	7	0	58,488	59,388	1,500	900	0	0
2,488	8	0	59,678	59,988	1,500	310	0	0
3,590	9	1	61,399	61,178	1,500	-221	1,500	61178
1,519	10	1	62,663	62,899	1,500	236	1,500	62899
2,663	11	1	62,917	64,163	1,500	1,246	1,500	64163
2,717	12	0	64,201	64,417	1,500	216	0	0
3,801	13	1	64,474	65,701	1,500	1,227	1,500	65701
3,974	14	2	65,786	65,974	1,500	188	3,000	131948
5,086	15	0	66,042	67,286	1,500	1,244	0	0
5,754	16	2	67,401	67,542	1,500	141	3,000	135084
6,513	17	2	67,414	68,901	1,500	1,487	3,000	137802
5,926	18	2	68,550	68,914	1,500	364	3,000	137828
6,462	19	4	68,564	70,050	1,500	1,486	6,000	280200
5,876	20	3	69,734	70,064	1,500	330	4,500	210192
6,446	21	3	70,067	71,234	1,500	1,167	4,500	213702
6,179	22	0	70,403	71,567	1,500	1,164	0	0
5,915	23	0	70,740	71,903	1,500	1,163	0	0
5,652	24	1	71,078	72,240	1,500	1,162	1,500	72240
5,390	25	1	71,419	72,578	1,500	1,159	1,500	72578
5,131	26	0	71,761	72,919	1,500	1,158	0	0
4,873	27	3	71,838	73,261	1,500	1,423	4,500	219783
4,350	28	2	72,488	73,338	1,500	850	3,000	146676
4,400	29	20	73,138	73,988	1,500	850	30,000	1479760

Option C

Doctorate

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
2,400	0	0	57,288	58,500		1,212	0	0
1,588	1	0	57,888	57,888	600	0	0	0
2,100	2	0	58,488	58,488	600	0	0	0
2,100	3	0	59,088	59,088	600	0	0	0
2,100	4	2	59,688	59,688	600	0	1,200	119376
2,100	5	0	60,497	60,288	600	-209	0	0
2,309	6	0	61,687	61,097	600	-590	0	0
2,899	7	0	63,293	62,287	600	-1,006	0	0
3,905	8	1	64,571	63,893	600	-678	600	63893
3,993	9	1	66,471	65,171	600	-1,300	600	65171
4,172	10	0	67,841	67,071	600	-770	0	0
4,278	11	0	68,096	68,441	600	345	0	0
4,279	12	0	69,483	68,696	600	-787	0	0
4,382	13	0	69,776	70,083	600	307	0	0
4,402	14	0	71,208	70,376	600	-832	0	0
4,522	15	2	71,454	71,808	600	354	1,200	143616
4,512	16	1	72,928	72,054	600	-874	600	72054
4,627	17	1	72,941	73,528	600	587	600	73528
4,627	18	0	74,198	73,541	600	-657	0	0
4,748	19	0	74,211	74,798	600	587	0	0
4,747	20	0	75,529	74,811	600	-718	0	0
4,895	21	0	75,892	76,129	600	237	0	0
4,925	22	2	76,256	76,492	600	236	1,200	152984
4,953	23	1	76,622	76,856	600	234	600	76856
4,982	24	1	76,991	77,222	600	231	600	77222
5,013	25	0	77,361	77,591	600	230	0	0
5,042	26	0	77,961	77,961	600	0	0	0
5,300	27	1	78,561	78,561	600	0	600	78561
5,823	28	2	79,161	79,161	600	0	1,200	158322
5,773	29	5	79,761	79,761	600	0	3,000	398805

Option D \$1,500 per year raise except where state requirements required more.

This option sets year 11 at \$61,380

Doctorate is \$600 per year.

Bachelor

YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
0	2	48,288	50,500		2,212	4,424	101,000
1	23	48,888	50,700	2,412	1,812	55,476	1,166,100
2	14	49,488	50,900	2,012	1,412	28,168	712,600
3	23	50,088	51,000	1,512	912	34,776	1,173,000
4	15	50,688	51,588	1,500	900	22,500	773,820
5	11	51,288	52,188	1,500	900	16,500	574,068
6	10	51,888	53,370	2,082	1,482	20,820	533,700
7	7	52,488	53,388	1,500	900	10,500	373,716
8	9	53,088	53,988	1,500	900	13,500	485,892
9	9	53,688	54,588	1,500	900	13,500	491,292
10	10	54,288	55,188	1,500	900	15,000	551,880
11	10	54,888	56,900	2,612	2,012	26,120	569,000
12	12	55,488	57,000	2,112	1,512	25,344	684,000
13	7	56,088	57,200	1,712	1,112	11,984	400,400
14	9	56,688	57,588	1,500	900	13,500	518,292
15	8	57,288	58,188	1,500	900	12,000	465,504
16	10	57,888	58,788	1,500	900	15,000	587,880
17	6	58,488	59,388	1,500	900	9,000	356,328
18	7	59,088	59,988	1,500	900	10,500	419,916
19	12	59,688	60,588	1,500	900	18,000	727,056
20	9	60,288	61,188	1,500	900	13,500	550,692
21	7	60,888	61,788	1,500	900	10,500	432,516
22	1	61,488	62,388	1,500	900	1,500	62,388
23	6	62,088	62,988	1,500	900	9,000	377,928
24	4	62,688	63,588	1,500	900	6,000	254,352
25	2	63,288	64,188	1,500	900	3,000	128,376
26	1	63,888	64,788	1,500	900	1,500	64,788
27	4	64,488	65,388	1,500	900	6,000	261,552
28	3	65,088	65,988	1,500	900	4,500	197,964
29	23	65,688	66,588	1,500	900	34,500	1,531,524

Option D

Master

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Change	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
3,105	0	0	51,288	53,605		2,317	0	0
2,300	1	4	51,888	53,000	1,712	1,112	6,848	212,000
2,488	2	7	52,488	53,388	1,500	900	10,500	373,716
2,988	3	7	53,088	53,988	1,500	900	10,500	377,916
3,000	4	10	53,688	54,588	1,500	900	15,000	545,880
3,000	5	10	54,288	55,188	1,500	900	15,000	551,880
3,995	6	4	54,888	57,365	3,077	2,477	12,308	229,460
4,000	7	6	55,488	57,388	2,500	1,900	15,000	344,328
3,512	8	3	56,088	57,500	2,012	1,412	6,036	172,500
3,000	9	8	56,688	57,588	1,500	900	12,000	460,704
3,000	10	6	57,288	58,188	1,500	900	9,000	349,128
4,480	11	6	57,888	61,380	4,092	3,492	24,552	368,280
4,500	12	11	58,488	61,500	3,612	3,012	39,732	676,500
4,500	13	6	59,088	61,700	3,212	2,612	19,272	370,200
4,312	14	12	59,688	61,900	2,812	2,212	33,744	742,800
3,812	15	8	60,288	62,000	2,312	1,712	18,496	496,000
3,412	16	8	60,888	62,200	1,912	1,312	15,296	497,600
3,000	17	8	61,488	62,388	1,500	900	12,000	499,104
3,000	18	3	62,088	62,988	1,500	900	4,500	188,964
3,000	19	15	62,688	63,588	1,500	900	22,500	953,820
3,000	20	10	63,288	64,188	1,500	900	15,000	641,880
3,000	21	6	63,888	64,788	1,500	900	9,000	388,728
3,000	22	13	64,488	65,388	1,500	900	19,500	850,044
3,000	23	2	65,088	65,988	1,500	900	3,000	131,976
3,000	24	10	65,688	66,588	1,500	900	15,000	665,880
3,000	25	9	66,288	67,188	1,500	900	13,500	604,692
3,000	26	5	66,888	67,788	1,500	900	7,500	338,940
3,000	27	8	67,488	68,388	1,500	900	12,000	547,104
3,000	28	3	68,088	68,988	1,500	900	4,500	206,964
3,000	29	31	68,688	69,588	1,500	900	46,500	2,157,228

Option D

EDS

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
2,495	0	0	54,288	56,100		1,812	0	0
3,300	1	0	54,888	56,300	2,012	1,412	0	0
3,000	2	0	55,488	56,388	1,500	900	0	0
3,000	3	0	56,088	56,988	1,500	900	0	0
3,000	4	1	56,688	57,588	1,500	900	1,500	57588
3,000	5	0	57,288	58,188	1,500	900	0	0
1,423	6	1	57,888	58,788	1,500	900	1,500	58788
2,000	7	0	58,488	59,388	1,500	900	0	0
2,488	8	0	59,678	59,988	1,500	310	0	0
3,590	9	1	61,399	61,178	1,500	-221	1,500	61178
4,711	10	1	62,663	62,899	1,500	236	1,500	62899
2,783	11	1	62,917	64,163	1,500	1,246	1,500	64163
2,917	12	0	64,201	64,417	1,500	216	0	0
4,001	13	1	64,474	65,701	1,500	1,227	1,500	65701
4,074	14	2	65,786	65,974	1,500	188	3,000	131948
5,286	15	0	66,042	67,286	1,500	1,244	0	0
5,342	16	2	67,401	67,542	1,500	141	3,000	135084
6,513	17	2	67,414	68,901	1,500	1,487	3,000	137802
5,926	18	2	68,550	68,914	1,500	364	3,000	137828
6,462	19	4	68,564	70,050	1,500	1,486	6,000	280200
5,876	20	3	69,734	70,064	1,500	330	4,500	210192
6,446	21	3	70,067	71,234	1,500	1,167	4,500	213702
6,179	22	0	70,403	71,567	1,500	1,164	0	0
5,915	23	0	70,740	71,903	1,500	1,163	0	0
5,652	24	1	71,078	72,240	1,500	1,162	1,500	72240
5,390	25	1	71,419	72,578	1,500	1,159	1,500	72578
5,131	26	0	71,761	72,919	1,500	1,158	0	0
4,873	27	3	71,838	73,261	1,500	1,423	4,500	219783
4,350	28	2	72,488	73,338	1,500	850	3,000	146676
4,400	29	20	73,138	73,988	1,500	850	30,000	1479760

Option D

Doctorate

	YEARS OF EXPERIENCE	# OF EMPLOYEES	25-26	26-27	\$Raise	Scale Step Increase	TOTAL COST INCREASE BY # EMPLOYEES	TOTAL BUDGET AMOUNT
2,400	0	0	57,288	58,500		1,212	0	0
1,588	1	0	57,888	57,888	600	0	0	0
2,100	2	0	58,488	58,488	600	0	0	0
2,100	3	0	59,088	59,088	600	0	0	0
2,100	4	2	59,688	59,688	600	0	1,200	119376
2,100	5	0	60,497	60,288	600	-209	0	0
2,309	6	0	61,687	61,097	600	-590	0	0
2,899	7	0	63,293	62,287	600	-1,006	0	0
3,905	8	1	64,571	63,893	600	-678	600	63893
3,993	9	1	66,471	65,171	600	-1,300	600	65171
4,172	10	0	67,841	67,071	600	-770	0	0
4,278	11	0	68,096	68,441	600	345	0	0
4,279	12	0	69,483	68,696	600	-787	0	0
4,382	13	0	69,776	70,083	600	307	0	0
4,402	14	0	71,208	70,376	600	-832	0	0
4,522	15	2	71,454	71,808	600	354	1,200	143616
4,512	16	1	72,928	72,054	600	-874	600	72054
4,627	17	1	72,941	73,528	600	587	600	73528
4,627	18	0	74,198	73,541	600	-657	0	0
4,748	19	0	74,211	74,798	600	587	0	0
4,747	20	0	75,529	74,811	600	-718	0	0
4,895	21	0	75,892	76,129	600	237	0	0
4,925	22	2	76,256	76,492	600	236	1,200	152984
4,953	23	1	76,622	76,856	600	234	600	76856
4,982	24	1	76,991	77,222	600	231	600	77222
5,013	25	0	77,361	77,591	600	230	0	0
5,042	26	0	77,961	77,961	600	0	0	0
5,300	27	1	78,561	78,561	600	0	600	78561
5,823	28	2	79,161	79,161	600	0	1,200	158322
5,773	29	5	79,761	79,761	600	0	3,000	398805

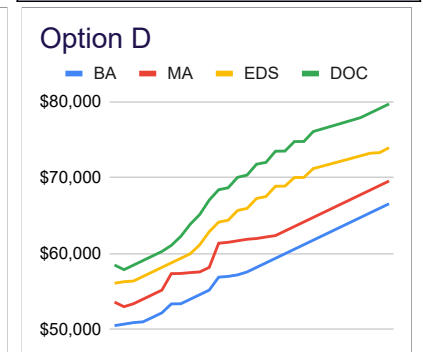
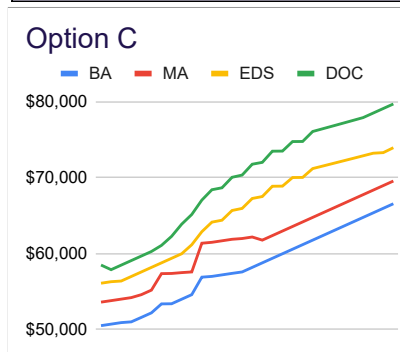
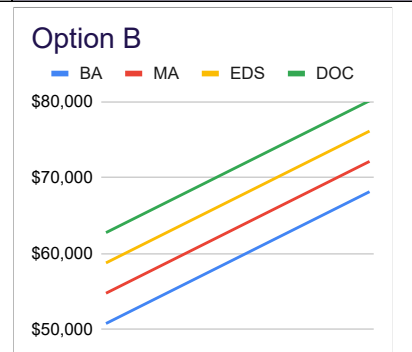
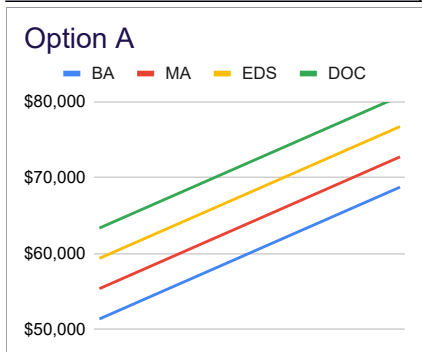
**Certified Pay Scale Options
2026-2027**

OPTION A	
Bachelor	\$16,071,320
Master	\$15,617,820
EDS	\$3,717,180
Doctorate	\$1,511,800
<hr/>	
	\$36,918,120
Total Increase	
	\$2,334,246
Wage restraints: 0 EDS, 0 DOC	

OPTION B	
Bachelor	\$15,906,920
Master	\$15,474,420
EDS	\$3,686,580
Doctorate	\$1,499,800
<hr/>	
	\$36,567,720
Total Increase	
	\$1,983,846
Wage restraints: 0 EDS, 0 DOC	

OPTION C	
Bachelor	\$15,549,444
Master	\$14,975,960
EDS	\$3,608,110
Doctorate	\$1,480,388
<hr/>	
	\$35,613,902
Total Increase	
	\$1,030,028
Wage restraints: 0 EDS, 0 DOC	

OPTION D	
Bachelor	\$15,527,524
Master	\$14,944,216
EDS	\$3,608,110
Doctorate	\$1,480,388
<hr/>	
	\$35,560,238
Total Increase	
	\$976,364
Wage restraints: 0 EDS, 0 DOC	



Option A versus Option B: The only difference is where the state requirement is met for years 11-15. Should the requirement be met at year 10 instead of year 11? Option A places the requirement of \$61,380 at year 10 and Option B places the requirement of \$61,380 at year 11.

Same scenario with Option C and Option D.

Option C places the requirement of \$61,380 at year 10 and Option D places the requirement of \$61,380 at year 11.

Proposed Classified Pay Scale 2026-2027

CUMBERLAND COUNTY BOARD OF EDUCATION

Classified PAY SCALE

2026-2027

Schedule Titles	Custodian, mower	Teachers asst., CCQCP, bus	Sped teacher asst. & alt. sch.	Maintenance-custodian	School secretary	Admin. clerk (secretarial duties)/	Maintenance	Admin. sec. (Recpt., Dept. sec.)	Admin. asst./Dept. sec. with	Executive Assistant, Technician	LPN, mechanic	Licensed HVAC, plumber,	Bus Driver (daily rate)
Sched. Code	1	2	3	4	5	6	7	8	9	10	11	12	13
Rate	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Daily
Year													
0	\$ 12.99	\$ 13.59	\$ 14.18	\$ 13.74	\$ 15.67	\$ 16.56	\$ 15.95	\$ 17.05	\$ 18.15	\$ 19.25	\$ 21.92	\$ 22.01	\$ 83.78
1	\$ 13.24	\$ 13.85	\$ 14.46	\$ 14.00	\$ 15.97	\$ 16.88	\$ 16.25	\$ 17.38	\$ 18.50	\$ 19.63	\$ 22.34	\$ 22.44	\$ 85.45
2	\$ 13.50	\$ 14.11	\$ 14.74	\$ 14.27	\$ 16.28	\$ 17.21	\$ 16.57	\$ 17.72	\$ 18.86	\$ 20.01	\$ 22.78	\$ 22.88	\$ 87.15
3	\$ 13.76	\$ 14.39	\$ 15.02	\$ 14.55	\$ 16.60	\$ 17.54	\$ 16.89	\$ 18.06	\$ 19.23	\$ 20.40	\$ 23.23	\$ 23.33	\$ 88.89
4	\$ 14.02	\$ 14.66	\$ 15.31	\$ 14.83	\$ 16.92	\$ 17.89	\$ 17.22	\$ 18.41	\$ 19.61	\$ 20.80	\$ 23.68	\$ 23.79	\$ 90.65
5	\$ 14.43	\$ 15.09	\$ 15.75	\$ 15.26	\$ 17.41	\$ 18.41	\$ 17.72	\$ 18.95	\$ 20.18	\$ 21.41	\$ 24.38	\$ 24.48	\$ 93.35
6	\$ 14.71	\$ 15.38	\$ 16.06	\$ 15.56	\$ 17.75	\$ 18.77	\$ 18.06	\$ 19.32	\$ 20.57	\$ 21.83	\$ 24.85	\$ 24.96	\$ 95.21
7	\$ 15.00	\$ 15.68	\$ 16.37	\$ 15.86	\$ 18.10	\$ 19.13	\$ 18.42	\$ 19.70	\$ 20.98	\$ 22.25	\$ 25.34	\$ 25.45	\$ 97.10
8	\$ 15.28	\$ 15.99	\$ 16.69	\$ 16.16	\$ 18.45	\$ 19.50	\$ 18.77	\$ 20.08	\$ 21.38	\$ 22.69	\$ 25.84	\$ 25.95	\$ 99.04
9	\$ 15.58	\$ 16.30	\$ 17.01	\$ 16.48	\$ 18.81	\$ 19.88	\$ 19.14	\$ 20.47	\$ 21.80	\$ 23.13	\$ 26.34	\$ 26.46	\$ 101.01
10	\$ 16.03	\$ 16.77	\$ 17.51	\$ 16.96	\$ 19.36	\$ 20.46	\$ 19.70	\$ 21.07	\$ 22.44	\$ 23.81	\$ 27.12	\$ 27.24	\$ 104.02
11	\$ 16.34	\$ 17.09	\$ 17.85	\$ 17.29	\$ 19.73	\$ 20.86	\$ 20.08	\$ 21.48	\$ 22.88	\$ 24.28	\$ 27.65	\$ 27.78	\$ 106.09
12	\$ 16.66	\$ 17.42	\$ 18.19	\$ 17.62	\$ 20.12	\$ 21.27	\$ 20.47	\$ 21.90	\$ 23.33	\$ 24.75	\$ 28.20	\$ 28.32	\$ 108.20
13	\$ 16.98	\$ 17.76	\$ 18.55	\$ 17.96	\$ 20.51	\$ 21.69	\$ 20.87	\$ 22.33	\$ 23.78	\$ 25.24	\$ 28.75	\$ 28.88	\$ 110.36
14	\$ 17.31	\$ 18.11	\$ 18.91	\$ 18.31	\$ 20.91	\$ 22.11	\$ 21.28	\$ 22.77	\$ 24.25	\$ 25.73	\$ 29.31	\$ 29.45	\$ 112.56
15	\$ 17.81	\$ 18.63	\$ 19.46	\$ 18.85	\$ 21.52	\$ 22.76	\$ 21.90	\$ 23.43	\$ 24.96	\$ 26.49	\$ 30.18	\$ 30.31	\$ 115.91
16	\$ 18.16	\$ 19.00	\$ 19.84	\$ 19.21	\$ 21.94	\$ 23.20	\$ 22.33	\$ 23.89	\$ 25.45	\$ 27.01	\$ 30.77	\$ 30.91	\$ 118.22
17	\$ 18.43	\$ 19.27	\$ 20.13	\$ 19.49	\$ 22.26	\$ 23.54	\$ 22.66	\$ 24.24	\$ 25.83	\$ 27.41	\$ 31.23	\$ 31.37	\$ 119.99
18	\$ 18.69	\$ 19.56	\$ 20.43	\$ 19.78	\$ 22.59	\$ 23.89	\$ 22.99	\$ 24.60	\$ 26.21	\$ 27.81	\$ 31.69	\$ 31.83	\$ 121.79
19	\$ 18.96	\$ 19.85	\$ 20.72	\$ 20.07	\$ 22.92	\$ 24.24	\$ 23.33	\$ 24.96	\$ 26.59	\$ 28.22	\$ 32.16	\$ 32.30	\$ 123.60
20	\$ 19.24	\$ 20.13	\$ 21.03	\$ 20.36	\$ 23.26	\$ 24.60	\$ 23.67	\$ 25.33	\$ 26.98	\$ 28.64	\$ 32.63	\$ 32.78	\$ 125.45
21	\$ 19.52	\$ 20.43	\$ 21.34	\$ 20.66	\$ 23.60	\$ 24.96	\$ 24.02	\$ 25.70	\$ 27.38	\$ 29.06	\$ 33.11	\$ 33.26	\$ 127.32
22	\$ 19.81	\$ 20.73	\$ 21.65	\$ 20.96	\$ 23.95	\$ 25.33	\$ 24.37	\$ 26.08	\$ 27.78	\$ 29.49	\$ 33.60	\$ 33.75	\$ 129.22
23	\$ 20.10	\$ 21.03	\$ 21.97	\$ 21.27	\$ 24.30	\$ 25.70	\$ 24.73	\$ 26.46	\$ 28.19	\$ 29.92	\$ 34.10	\$ 34.25	\$ 131.16
24	\$ 20.39	\$ 21.34	\$ 22.29	\$ 21.58	\$ 24.66	\$ 26.08	\$ 25.09	\$ 26.85	\$ 28.61	\$ 30.36	\$ 34.60	\$ 34.76	\$ 133.12
25	\$ 20.69	\$ 21.65	\$ 22.61	\$ 21.90	\$ 25.02	\$ 26.46	\$ 25.46	\$ 27.25	\$ 29.03	\$ 30.81	\$ 35.11	\$ 35.27	\$ 135.11
26	\$ 21.09	\$ 22.08	\$ 23.06	\$ 22.33	\$ 25.51	\$ 26.98	\$ 25.96	\$ 27.78	\$ 29.60	\$ 31.42	\$ 35.81	\$ 35.97	\$ 137.80

\$.50 step increase

Longevity:

- 16-20 3% of total projected salary
- 21-25 3.5% of total projected salary
- 26 & Up 4% of total projected salary

Schedule Title	Custodian, Mower 260 days	School Secretary 260 days	LPN/ Mechanic 260 days
Sched Code	1	5	11
Rate	Hourly	Hourly	Hourly
Year			
0	\$12.58	\$15.07	\$20.86
1	\$12.82	\$15.35	\$21.26
2	\$13.05	\$15.63	\$21.66
3	\$13.29	\$15.93	\$22.07
4	\$13.54	\$16.23	\$22.50
5	\$13.91	\$16.68	\$23.14
6	\$14.17	\$17.00	\$23.58
7	\$14.44	\$17.32	\$24.03
8	\$14.71	\$17.64	\$24.50
9	\$14.98	\$17.98	\$24.97
10	\$15.40	\$18.48	\$25.68
11	\$15.69	\$18.83	\$26.18
12	\$15.98	\$19.19	\$26.68
13	\$16.28	\$19.55	\$27.19
14	\$16.59	\$19.93	\$27.72
15	\$17.05	\$20.49	\$28.52
16	\$17.37	\$20.88	\$29.07
17	\$17.62	\$21.18	\$29.49
18	\$17.87	\$21.48	\$29.92
19	\$18.12	\$21.79	\$30.35
20	\$18.38	\$22.10	\$30.79
21	\$18.64	\$22.42	\$31.24
22	\$18.91	\$22.74	\$31.69
23	\$19.17	\$23.07	\$32.15
24	\$19.45	\$23.40	\$32.62
25	\$19.72	\$23.73	\$33.10
26	\$20.09	\$24.19	\$33.74

\$1.00 step increase

Classified - \$75	\$90/day	\$100/day
\$ 166,242	\$ 215,955	\$ 241,350

Certified - \$85	\$100/day	\$125/day
\$ 15,301	\$ 18,000	\$ 22,501

Retired Teacher - \$100	\$125/day	\$150/day
\$ 45,448	\$ 56,811	\$ 68,172

Total Sub Pay through 01/31/2026	Total if paid \$90/\$100/\$125	Total if paid \$100/\$125/\$150
\$ 226,991	\$ 290,766	\$ 332,023

CONTRACT OF EMPLOYMENT

between the

Cumberland County Schools Board of Education and

Rebecca Farley

This Contract of Employment (hereinafter "Contract") is entered into this 1st day of July, 2025 by and between the Cumberland County Schools Board of Education (hereinafter, "Board" or "the Board") and Rebecca Farley (hereinafter, "Director" or "the Director"). Upon its effective date, this Contract shall supersede all other contracts previously entered into between the Parties hereto. The Board and the Director, for the consideration herein specified, agree as follows:

- I. **Term of Contract.** The Board, in accordance with its action as documented and confirmed within the minutes of its public meeting held in June 2025, hereby employs the Director, and the Director hereby accepts the terms and conditions of this Contract. This Contract is for a period of four years commencing on the 1st day of July, 2025 and ending on the 30th day of June, 2029.. During the term of this Contract, including any renewals and/or extensions of the same, the Director will reside in Cumberland County, Tennessee.
- II. **Duties.** The Director shall devote such time and energies as are necessary to perform the duties specified in the law and the job description, including, but not limited to, those duties outlined within Tenn. Code Ann. 49-2-301. These duties will generally be performed during normal business hours; however, it is expressly agreed that the duties of this position will require the Director to be on duty during times other than normal business hours.
- III. **Governance.** To the full extent permitted by Tennessee law, pursuant to Tenn. Code Ann. 49-2-203, the Board shall delegate to the Director full administrative responsibility and authority for the operations of the school district and the schools thereof. Pursuant to applicable Board Policy, Board members shall address their concerns regarding operations, personnel matters, financial conditions, stakeholder concerns, and other matters under the control of the Director, directly to the Director, and shall not interfere with the Director's supervision, direction and administration of the district. The Director shall then address those matters as she deems appropriate. Individual members of the Board shall not, acting alone without authorization of the Board, take or refrain from taking action under the control of the Director's authority, powers, and duties. The Board and the Director agree to work together to fulfill the objectives of providing outstanding educational services and opportunities for all students.
- IV. **Compensation.** The Board shall pay the Director an annual base salary of One Hundred, Thirty-Five Thousand Dollars in twenty-four (24) equal semi-monthly installments in accordance with Board Policy. If an adjustment in salary is made

by Agreement of the Parties during the term of this Contract, all of the other provisions of this Contract, including, but not limited to, its termination date as outlined within Section No. I, shall remain intact as stated herein. It is expressly understood by the Parties to this Contract that, in the event Director's employment is terminated for cause pursuant to Section No. XX, Director will be paid under this Contract only for the months in which she was employed and performed duties as Director. The Board further agrees, each December during the term of this Contract, to discuss and vote upon a possible modification to the above-specified salary amount, with the understanding that the Board cannot vote to decrease the above-specified salary amount during the Contract's term.

- V. **Incentive Bonus.** The Director shall be entitled to a bonus for performance according to the results of annual evaluation. **The bonus as calculated each year during the Term shall be determined based on the DOS evaluation score as follows:**
- Tier 1:** For scores of 3.5 up to 4.0, the bonus amount shall be \$1500.00 in additional gross wages;
 - Tier 2:** For scores of 4.25 up to 4.75, the bonus amount shall be \$1800.00 in additional gross wages;
 - Tier 3:** For a score of 5.0, the bonus amount shall be \$2,100.00 in additional gross wages.
- VI. **Professional Licensure/Certification.** During the term of this Contract, the Director shall maintain and shall, upon request, furnish to the Board evidence of maintaining a valid and appropriate license to serve as a Director of Schools, including any other certification that may be required by law or by the rules of the State Board of Education or Board Policy.
- VII. **Automobile Allowance :** The Board will pay the Director an automobile allowance in the amount of \$600.00 per month in equal monthly installments to account for travel within the county. Subject to the terms of Board Policy, the Board will reimburse the Director for those actual expenses necessitated by travel outside of the school system for the performance of official duties.
- VIII. **Insurance Benefits.** The Board shall provide, during the term of this Contract and at Board expense, all fringe benefits to the Director which are offered and available to other certified personnel. Should the Director elect no coverage under the school system insurance plan, no other benefit or salary shall be paid in lieu thereof.
- IX. **Memberships.** The Board shall include in its annual budget and appropriation to pay membership dues to the Tennessee Organization of School Superintendents (TOSS), the American Association of School Administrators (AASA), and for two local (2) civic organizations chosen by the Director. Upon presentation of

documentation, the Board shall reimburse the Director for expenses in attending functions related to these memberships.

- X. **Professional Liability.** The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and of the Director in the scope of her employment with the Board. The Board shall also, to the extent permitted by law, directly or through insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, suits, and legal proceedings brought by a third party(ies) against the Director in her individual and/or official capacity as agent and employee of the Board; provided, however, that the duty to indemnify shall not apply in the event that a court of competent jurisdiction determines that the Director acted criminally, maliciously, fraudulently, for improper personal gain or willful misconduct. In no event will Board members be individually liable or responsible for indemnifying the Director or holding her harmless against any demand, claim, suit, or legal proceeding.
- XI. **Professional Growth.** In the interest of continuing professional growth, promotion, development, and advancement of the school system, the Board encourages the continuing professional growth of the Director through participation in: (1) the operations, programs, and other activities conducted or sponsored by local, state, and national school administrator and school board associations; (2) seminars and courses offered by public and private educational institutions; (3) informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform professional responsibilities for the Board; and (4) visits to other institutions or school systems. The actual and necessary expenses of said attendance and/or participation shall be paid by the school system in accordance with Board Policy.
- XII. **Sick Leave.** The Director shall be granted one (1) day of sick leave for each month of contractual employment. Sick leave days shall be cumulative, and unused sick leave days accrued and remaining at the termination of this Contract for any reason shall be transferred to the Tennessee Consolidated Retirement System for retirement credit in accordance with law and the policies of the Tennessee Consolidated Retirement System.
- XIII. **Work Year and Vacation (Paid Time Off).** The position of Director is a full-time, FLSA exempt, twelve (12) month position within the school district. Non-duty days shall include the ten (10) holidays, and two (2) personal leave days provided in the law, and any day upon which the school system central office is closed. In addition, thereto, the Director shall be entitled to twenty (20) vacation/annual leave days per year. Vacation/annual leave days unused as of June 30th each fiscal year during the term of this Contract shall be lost; however, up to five (5) such unused vacation/annual days may carry over to the next fiscal year and convert to available sick leave for the Director under Section No. XII. The Director shall be authorized to utilize all other leave pertaining to all other 240 days contract certified employees.

XIV. **Expenses.** The Board shall reimburse the Director for all actual and necessary travel and other related expenses required in the performance of official duties under this contract subject to such limitations as provided by law and by Board Policy.

YN. **Medical Examination.** The Board may require the Director to submit to an annual comprehensive medical examination. The cost of the examination, if required, shall be the responsibility of the Board. All information derived from said medical examination shall be considered the personal property of the Director and shall be treated as protected health information pursuant to applicable federal law. Both the Director and the Board agree, however, that nothing within this Section or within this Contract shall be read to violate the Americans with Disabilities Act, the Tennessee Handicap Act, or the Tennessee Human Rights Act.

WI. Performance Evaluation.

- A. Annually, pursuant to Board Policy and Tenn. Code Ann. 49-2-203, and no later than the June Board meeting beginning in June 2026 and each calendar year thereafter during the term of this Contract, the Board shall evaluate the Director's performance.
- i In conducting this evaluation, the Board must, in compliance with Tenn. Code Ann. 49-2-203, evaluate the Director regarding overall job performance, student achievement, relationships with staff and personnel, relationships with board members, and relationships with the community, as well as Director's performance of all duties as outlined within Tenn. Code Ann. 49-2-301.
 - 1 Prior to an annual evaluation, the Director shall provide the Board with a written self-appraisal using the same evaluation format adopted by the Board, and board members shall consider the Director's self-appraisal in conducting their own reviews of the Director.
 - l The Board shall provide the Director with a written copy of its evaluation. The Director shall have the right to make a written response to the evaluation, which shall be attached to the Board's written evaluation. Under the Tennessee Public Records Act, board member evaluations of the Director, and the Director's self-appraisals, remain subject to request and disclosure.
 - w. All board members shall provide written explanations for ratings below satisfactory when marked on their individual performance tools/evaluation documents.
- B. The Board and the Director will endeavor to agree upon an evaluation format no later than the September Board meeting of the current evaluation year. In the event that the Board and the Director cannot agree, the Board shall develop the format and shall forward the evaluation documents to the Director in compliance with this Contract and Tenn. Code Ann. 49-2-203.

- XVII. **Loyalty.** The Director shall devote full time, attention, knowledge, and skills solely and exclusively to the business and interests of the school system as referenced in Section No. II.
- XVIII. **Consultation Services and Other Professional Activities.** The Director may undertake consulting work, speaking engagements, writing, lecturing, or other activities, including any remuneration associated therewith, that do not interfere with the discharge of official duties and responsibilities. The Director shall give a report to the Board of all such activities as part of the annual evaluation provided for herein.
- XIX. **Tenure and Transfer.** The Director shall retain her tenure as a teacher or as a certified employee with the Board.
- XX. **Contract Termination.**

A **Mutual Agreement.** This Contract may be terminated at any point by mutual agreement of the Parties.

B. **Death or Disability.** This Contract will automatically terminate upon Director's death or disability. As used within this Section, "disability" will be determined if – after the Director has been unable to perform a majority of her duties over three (3) consecutive months or a has been unable to perform a majority of her duties over any *five* (5) months during a twelve (12) month period – a properly qualified and licensed physician mutually agreed upon by the Director and the Board Chair determines that the Director is disabled and unable to perform the essential duties of her position on a full-time basis. If the Director and the Board Chair are unable to mutually agree upon such a physician within thirty (30) days, then the Board itself may meet to unilaterally choose a qualified and licensed physician.

C. **For Cause.** This Contract may be terminated by the Board for cause upon sufficient proof of unprofessional conduct, inefficiency, insubordination, incompetence, or neglect of duty, including failure to follow the policies of the Board. If the Board terminates this Contract for cause, the Director would be entitled to no further benefits or compensation. As used herein, the terms unprofessional conduct, inefficiency, insubordination, incompetence, and neglect of duty by Tenn. Code Ann. 49-5-501 (and related case law).

D. **For No Cause.** This Contract may be terminated by the Board for no cause. Should that occur, however, the Board will owe the Director severance equal to

only the base salary amount as specified within Section No. IV remaining due to her over the term of this Contract. The Board may choose to pay said severance amount via either: one (1) lump sum payment due to the Director within ninety (90) days of her termination; or twenty-four (24) equal installments paid monthly until the Director stands as paid in full.

E. **Transfer.** The Board shall not have the option to transfer the Director to any other position within the school system during the term of this Contract.

F. **Unilateral Termination by the Director.** The Director may, at any time, terminate her contract. The Director shall provide 30 days notification to the Board.

XXI. **Criminal Background Check.** In accordance with the requirements of Tenn. Code Ann. 49-5-413, the Director agrees to the release of all investigative records to the Board for examination for the purpose of verifying the accuracy of criminal violation information as required by law. The Director 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 the responsibility of the Board.

XXII. **Renewal of Employment Contract.** The Board, with concurrence of the Director, may extend the term of this Contract concurrent with the Director's evaluation or at any other time. Any extension of this Contract shall comport with the provisions of Section No. I. However, unless the Board acts on or before the 1st day of March of the last effective year of this Contract, such failure to act shall serve as notice to the Director that the Board does not intend to renew her Contract and/or employment.

XXIII. **Amendments.** Any modification or amendment to this Contract shall be made only by mutual agreement of the Parties hereto, and shall be memorialized in a written document and executed by the Parties or by an authorized representative of a party. Neither party shall be bound by any oral representation(s) concerning the modification or amendment of this Contract.

XXIV. **Governing Law.** This Contract shall be construed and controlled by the laws of the State of Tennessee. The venue for any cause of action arising under this agreement shall be in Chancery Court for Cumberland County, Tennessee.

XXV. **Severability.** The Parties acknowledge that this Contract is reasonable, valid and enforceable. However, if any term, covenant, condition or provision of this Contract is held by a court of competent jurisdiction to be invalid, void or unenforceable, it is the intent of the Parties that such provision shall be changed in scope by the court only to the extent deemed necessary by that court to render the provision reasonable and enforceable and the remainder of the provisions of this Contract shall in no way be affected, impaired or invalidated as a result thereof.

XXVI. **Entire Agreement.** This Contract constitutes the entire agreement between the Parties and the Parties hereto acknowledge that neither has relied upon any oral representation, inducement or agreement other than those specifically stated herein.

XXVII. **Headings.** The headings contained at the beginning of each Section are for the purpose of reference only and shall not be afforded any legal status or meaning.

Made and executed this the _____ day of _____, 20____,
_____ Chairman, Board of Education

Made and executed this the _____ day of _____, 20____,
_____ Director of Schools



We have prepared a quote for you

Centegix / 13 sites (12 schools & admin office)

Quote # 021959
Version 1

Prepared for:

Cumberland County Schools

Elbert Farley
farleye@ccschools.k12tn.net



Products

Description	Price	Qty	Ext. Price
CrisisAlert Platform Fees Centegix Safety Platform w/ CrisisAlert (5 year term)	\$40,000.00	13	\$520,000.00
Centegix Safety Blueprint - CrisisAlert Safety Blueprint with CrisisAlert	\$0.00	13	\$0.00
Centegix Wireless Backup - CrisisAlert Centegix Wireless Backup - CrisisAlert (5 year term)	\$1,000.00	13	\$13,000.00
Centegix Implementation Centegix Implementation (one-time - schools)	\$2,500.00	13	\$32,500.00
Centegix Maintenance & Support Centegix Maintenance & Support (one-time - schools)	\$1,000.00	13	\$13,000.00
Centegix Shipping Centegix Shipping (one-time)	\$400.00	13	\$5,200.00
Centegix On-Site Responder Training Centegix On-Site Responder Training (one-time)	\$1,000.00	13	\$13,000.00
Remote Installation & Remote Training Remote Installation & Remote Training - Safety Blueprint	\$0.00	13	\$0.00
Centegix Install Centegix Installation & Setup (one-time - schools)	\$4,500.00	13	\$58,500.00
Centegix-Gateway-Drop Centegix Gateway Install w/ Cat6 Drop	\$375.00	26	\$9,750.00

Subtotal: \$664,950.00

Purchasing Vehicle

Description	Qty
SEVIER Sevier County Schools - Contract 011522SCS	1

➤ Statement of Work

Includes 26 Cat6 drops for Gateways, and installation of Gateway.

Quote includes site mapping and training, along with software licensing and hardware warranty based on the term selected.

Annual Pricing is available for the 5 year term:

Year 1 = \$238,550

Years 2-5 = \$106,600

76,345.05 carry-over
137,011.36 this year

213,356.41 year 1

25,193.59



Centegix / 13 sites (12 schools & admin office)

Prepared by:

Knoxville HQ

Mark Smith
615-445-9057
mark@centralinc.com

Prepared for:

Cumberland County Schools

368 Fourth Street
Crossville, TN 38555
Elbert Farley
(931) 484-6135
farley@ccschools.k12tn.net

Quote Information:

Quote #: 021959
Version: 1
Delivery Date: 12/18/2025
Expiration Date: 02/27/2026

Quote Summary

Description	Amount
Products	\$664,950.00
Total: \$664,950.00	

Knoxville HQ

Signature: Mark Smith
Name: Mark Smith
Title: Strategic Account Manager
Date: 12/18/2025

Cumberland County Schools

Signature: _____
Name: Elbert Farley
Date: _____

Certified Employees
Option 1: BOE Pays *Standard* Plan Premium

Annual *Savings*
with Option 1 \$ 486,941.40

Certified Employees
**Option 2: BOE Pays Flat Rate of \$950 for Any
Plan Other Than Employee Only Coverage**

Annual *Savings*
with Option 2 \$ 1,985,373.00

Classified Employees
**Option 1: BOE Pays Standard Plan Premium for
Classified Employees (Same as Certified)**

Total Annual
***Additional* Cost:**
Option 1 \$ 1,316,374.80

Classified Employees
**Option 2: BOE Pays Flat Rate of \$950 for Any
Plan Other Than Employee Only Coverage**

Total Annual
***Additional* Cost:**
Option 2 \$ 398,460.00

**BLUE CROSS PPO
AND CIGNA LOCAL
PLUS**

Plan Type	Coverage
PREMIER PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
STANDARD PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
LIMITED PPO	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
CDHP/H.S.A.	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE

**CIGNA
OPEN ACCESS And
BCBST Network P**

Plan Type	Coverage
PREMIER PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
STANDARD PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
LIMITED PPO	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
CDHP/H.S.A.	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE

Total BOE Cost Per Month for Certified Employees	<i>Currently</i>
\$	634,559.75

Certified Employees Option 1: BOE Pays Standard Plan Premium			
# Employees on this plan	Total BOE Cost	plovee Cost Monthly Option 1	
143	\$ 105,248.00	\$	57.00
139	\$ 168,746.00	\$	93.00
32	\$ 36,800.00	\$	633.00
104	\$ 159,016.00	\$	531.00
8	\$ 5,888.00	\$	-
9	\$ 10,926.00	\$	-
7	\$ 8,050.00	\$	506.00
14	\$ 21,406.00	\$	385.00
0	\$ -	\$	-
2	\$ 2,182.00	\$	55.00
1	\$ 1,086.50	\$	478.50
4	\$ 5,773.80	\$	363.55
0	\$ -	\$	-
0	\$ -	\$	-
0	\$ -	\$	416.90
0	\$ -	\$	317.35

# Employees on this plan	Total BOE Cost	plovee Cost Monthly Option 1	
25	\$ 20,650.00	\$	57.00
15	\$ 19,710.00	\$	93.00
2	\$ 2,561.00	\$	682.50
13	\$ 21,645.00	\$	575.00
0	\$ -	\$	-
2	\$ 2,628.00	\$	2,628.00
0	\$ -	\$	-
1	\$ 1,665.00	\$	1,665.00
0	\$ -	\$	-
0	\$ -	\$	55.00
0	\$ -	\$	478.50
0	\$ -	\$	363.55
0	\$ -	\$	-
0	\$ -	\$	-
0	\$ -	\$	466.40
0	\$ -	\$	361.35

Total Monthly Cost Option 1	\$ 593,981.30
Monthly Savings with Option 1	\$ 40,578.45
Annual Savings with Option 1	\$ 486,941.40

Certified Employees Option 2: BOE Pays Flat Rate of \$950 for Any Plan Other Than Employee Only Coverage			
# Employees on this plan	Total BOE Cost	Employee Cost Monthly	
143	\$ 113,399.00	\$	-
139	\$ 132,050.00	\$	357.00
32	\$ 30,400.00	\$	833.00
104	\$ 98,800.00	\$	1,110.00
8	\$ 5,888.00	\$	-
9	\$ 8,550.00	\$	264.00
7	\$ 6,650.00	\$	706.00
14	\$ 13,300.00	\$	964.00
0	\$ -	\$	-
2	\$ 1,900.00	\$	196.00
1	\$ 950.00	\$	615.00
4	\$ 3,800.00	\$	857.00
0	\$ -	\$	-
0	\$ -	\$	51.00
0	\$ -	\$	415.00
0	\$ -	\$	628.00

# Employees on this plan	Total BOE Cost	Employee Cost Monthly	
25	\$ 22,075.00	\$	-
15	\$ 14,250.00	\$	457.00
2	\$ 1,900.00	\$	1,013.00
13	\$ 12,350.00	\$	1,290.00
0	\$ -	\$	-
2	\$ 1,900.00	\$	364.00
0	\$ -	\$	886.00
1	\$ 950.00	\$	1,144.00
0	\$ -	\$	-
0	\$ -	\$	296.00
0	\$ -	\$	795.00
0	\$ -	\$	1,037.00
0	\$ -	\$	-
0	\$ -	\$	151.00
0	\$ -	\$	595.00
0	\$ -	\$	808.00

Total Monthly Cost Option 2	\$ 469,112.00
Monthly Savings with Option 2	\$ 165,447.75
Annual Savings with Option 2	\$ 1,985,373.00

*New Employee Insurance Choices from 8/1/25 to 02/01/26
Employees*

Certified

<i>Total Paid per Month by BOE</i>	<i>Current Plan</i>	<i>Standard Plan Amount</i>	<i>Total Savings per Month</i>	<i>Flat Rate of \$950 paid by BOE</i>	<i>Total Savings per Month</i>
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 1,646	BC Premier Family	\$ 1,529	\$ 117	\$ 950	\$ 696
\$ 1,782	Cigna Premier Family	\$ 1,665	\$ 117	\$ 950	\$ 832
\$ 1,782	Cigna Premier Family	\$ 1,665	\$ 117	\$ 950	\$ 832
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 1,782	Cigna Premier Family	\$ 1,665	\$ 117	\$ 950	\$ 832
\$ 1,646	BC Premier Family	\$ 1,529	\$ 117	\$ 950	\$ 696
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 1,646	BC Premier Family	\$ 1,529	\$ 117	\$ 950	\$ 696
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 1,407	Cigna Premier Children	\$ 1,314	\$ 93	\$ 950	\$ 457
\$ 1,407	Cigna Premier Children	\$ 1,314	\$ 93	\$ 950	\$ 457
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 1,646	BC Premier Family	\$ 1,529	\$ 117	\$ 950	\$ 696
\$ 883	Cigna Premier Single	\$ 826	\$ 57	\$ 883	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -
\$ 1,407	Cigna Premier Children	\$ 1,314	\$ 93	\$ 950	\$ 457
\$ 1,307	BC Premier w/Children	\$ 1,214	\$ 93	\$ 950	\$ 357
\$ 793	BC Premier Single	\$ 736	\$ 57	\$ 793	\$ -

Monthly Savings \$ 3,188

\$ 9,863

This project models the savings generated by enrolling new employees in the proposed plans rather than the current insurance benefits.

**2026 CUMBERLAND COUNTY SCHOOLS
HEALTH INSURANCE MONTHLY PREMIUMS JANUARY 1, 2026 - DECEMBER 31, 2026**

NETWORK	COVERAGE LEVEL	MONTHLY PREMIUM	CERTIFIED MONTHLY COST		NON-CERTIFIED MONTHLY COST	
			CC-BOE RATES	EE RATES	CC-BOE RATES	EE RATES
BLUE CROSS PPO AND CIGNA LOCAL PLUS	EMPLOYEE	793.00	793.00	0.00	793.00	0.00
	EMPLOYEE + CHILD(REN)	1307.00	1307.00	0.00	793.00	514.00
	EMPLOYEE + SPOUSE	1783.00	1238.50	544.50	793.00	990.00
	EMPLOYEE + CHILD(REN) + SPOUSE	2060.00	1645.85	414.15	793.00	1267.00
STANDARD PLAN	EMPLOYEE	736.00	736.00	0.00	736.00	0.00
	EMPLOYEE + CHILD(REN)	1214.00	1214.00	0.00	736.00	478.00
	EMPLOYEE + SPOUSE	1656.00	1150.00	506.00	736.00	920.00
	EMPLOYEE + CHILD(REN) + SPOUSE	1914.00	1529.00	385.00	736.00	1178.00
LIMITED PPO	EMPLOYEE	695.00	695.00	0.00	695.00	0.00
	EMPLOYEE + CHILD(REN)	1146.00	1091.00	55.00	695.00	451.00
	EMPLOYEE + SPOUSE	1565.00	1086.50	478.50	695.00	870.00
	EMPLOYEE + CHILD(REN) + SPOUSE	1807.00	1443.45	363.55	695.00	1112.00
CDHP/H.S.A.	EMPLOYEE	607.00	607.00	0.00	607.00	0.00
	EMPLOYEE + CHILD(REN)	1001.00	1001.00	0.00	607.00	394.00
	EMPLOYEE + SPOUSE	1365.00	948.10	416.90	607.00	758.00
	EMPLOYEE + CHILD(REN) + SPOUSE	1578.00	1280.65	317.35	607.00	971.00
CIGNA OPEN ACCESS And BCBST Network P			CERTIFIED MONTHLY COST		NON-CERTIFIED MONTHLY COST	
	COVERAGE LEVEL	MONTHLY PREMIUM	CC-BOE RATES	EE RATES	CC-BOE RATES	EE RATES
PREMIER PLAN	EMPLOYEE	883.00	883.00	0.00	883.00	0.00
	EMPLOYEE + CHILD(REN)	1407.00	1407.00	0.00	883.00	524.00
	EMPLOYEE + SPOUSE	1963.00	1369.00	594.00	883.00	1080.00
	EMPLOYEE + CHILD(REN) + SPOUSE	2240.00	1781.85	458.15	883.00	1357.00
STANDARD PLAN	EMPLOYEE	826.00	826.00	0.00	826.00	0.00
	EMPLOYEE + CHILD(REN)	1314.00	1314.00	0.00	826.00	488.00
	EMPLOYEE + SPOUSE	1836.00	1280.50	555.50	826.00	1010.00
	EMPLOYEE + CHILD(REN) + SPOUSE	2094.00	1665.00	429.00	826.00	1268.00
LIMITED PPO	EMPLOYEE	785.00	785.00	0.00	785.00	0.00
	EMPLOYEE + CHILD(REN)	1246.00	1246.00	0.00	785.00	461.00
	EMPLOYEE + SPOUSE	1745.00	1217.00	528.00	785.00	960.00
	EMPLOYEE + CHILD(REN) + SPOUSE	1987.00	1579.45	407.55	785.00	1202.00
CDHP/H.S.A.	EMPLOYEE	697.00	697.00	0.00	697.00	0.00
	EMPLOYEE + CHILD(REN)	1101.00	1101.00	0.00	697.00	404.00
	EMPLOYEE + SPOUSE	1545.00	1078.60	466.40	697.00	848.00
	EMPLOYEE + CHILD(REN) + SPOUSE	1758.00	1396.65	361.35	697.00	1061.00

Current Costs			
Certified Employees		Classified Employees	
# Employees on this plan	Total BOE Cost Monthly	# Employees on this plan	Total BOE Cost
143	\$ 113,399.00	257	\$ 203,801.00
139	\$ 181,673.00	7	\$ 5,551.00
32	\$ 39,632.00	6	\$ 4,758.00
104	\$ 171,168.40	1	\$ 793.00
8	\$ 5,888.00	15	\$ 11,040.00
9	\$ 10,926.00	2	\$ 1,472.00
7	\$ 8,050.00	1	\$ 736.00
14	\$ 21,406.00	2	\$ 1,472.00
0	\$ -	0	\$ -
2	\$ 2,182.00	0	\$ -
1	\$ 1,086.50	1	\$ 695.00
4	\$ 5,773.80	2	\$ 1,390.00
0	\$ -	0	\$ -
0	\$ -	2	\$ 1,214.00
0	\$ -	0	\$ -
0	\$ -	0	\$ -

# Certified Employees on this plan	Total BOE Cost	# Certified Employees on this plan	Total BOE Cost
25	\$ 22,075.00	28	\$ 24,724.00
15	\$ 21,105.00	1	\$ 883.00
2	\$ 2,738.00	0	\$ -
13	\$ 23,164.05	1	\$ 883.00
0	\$ -	2	\$ 1,652.00
2	\$ 2,628.00	0	\$ -
0	\$ -	0	\$ -
1	\$ 1,665.00	0	\$ -
0	\$ -	0	\$ -
0	\$ -	0	\$ -
0	\$ -	0	\$ -
0	\$ -	0	\$ -
0	\$ -	0	\$ -
0	\$ -	0	\$ -

Total BOE Cost Per Month Currently for Certified Employees \$ 634,559.75

Total BOE Cost Per Month Currently for Classified Employees \$ 261,064.00

Total Annual BOE Cost (using January data) \$ 10,747,485.00

**BLUE CROSS PPO
AND CIGNA LOCAL
PLUS**

PREMIER PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
STANDARD PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
LIMITED PPO	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
CDHP/H.S.A.	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE

**CIGNA
OPEN ACCESS And
BCBST Network P**

PREMIER PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
STANDARD PLAN	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
LIMITED PPO	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE
CDHP/H.S.A.	EMPLOYEE
	EMPLOYEE + CHILD(REN)
	EMPLOYEE + SPOUSE
	EMPLOYEE + CHILD(REN) + SPOUSE

Total BOE Cost Per Month Currently for Classified Employees	
\$	261,064.00

Classified Employees Option 1: BOE Pays Standard Plan Premium		
# Employees on this plan	Total BOE Cost	Employee Cost Monthly Option 1
95	\$ 69,920.00	\$ -
95	\$ 115,330.00	\$ -
14	\$ 16,100.00	\$ 506.00
67	\$ 102,443.00	\$ 385.00
7	\$ 5,152.00	\$ -
7	\$ 8,498.00	\$ -
1	\$ 1,150.00	\$ 506.00
5	\$ 7,645.00	\$ 385.00
0	\$ -	\$ -
0	\$ -	\$ 55.00
1	\$ 1,086.50	\$ 48.50
2	\$ 2,886.90	\$ 363.55
0	\$ -	\$ -
2	\$ 2,002.00	\$ -
0	\$ -	\$ 416.90
0	\$ -	\$ 317.35

# Employees on this plan	Total BOE Cost	Employee Cost Monthly Option 1
10	\$ 8,260.00	\$ -
10	\$ 13,140.00	\$ -
3	\$ 3,841.50	\$ 555.50
7	\$ 11,655.00	\$ 429.00
2	\$ 1,652.00	\$ -
0	\$ -	\$ -
0	\$ -	\$ 555.50
0	\$ -	\$ 429.00
0	\$ -	\$ -
0	\$ -	\$ 55.00
0	\$ -	\$ 528.00
0	\$ -	\$ 407.55
0	\$ -	\$ -
0	\$ -	\$ -
0	\$ -	\$ 466.40
0	\$ -	\$ 361.35

Total Monthly Cost Option 1	\$ 370,761.90
Total Monthly Additional Cost:	\$ 109,697.90
Total Annual Additional Cost:	\$ 1,316,374.80

Classified Employees Option 2: BOE Pays Flat Rate of \$950 for Any Plan Other Than Employee Only Coverage		
# Employees on this plan	Total BOE Cost Monthly	Employee Cost Monthly
95	\$ 75,335.00	\$ -
95	\$ 90,250.00	\$ 357.00
14	\$ 13,300.00	\$ 833.00
67	\$ 63,650.00	\$ 1,110.00
7	\$ 5,152.00	\$ -
7	\$ 6,650.00	\$ 264.00
1	\$ 950.00	\$ 706.00
5	\$ 4,750.00	\$ 964.00
0	\$ -	\$ -
0	\$ -	\$ 196.00
1	\$ 950.00	\$ 615.00
2	\$ 1,900.00	\$ 857.00
0	\$ -	\$ -
2	\$ 1,900.00	\$ 51.00
0	\$ -	\$ 415.00
0	\$ -	\$ 628.00

# Employees on this plan	Total BOE Cost	Employee Cost Monthly
10	\$ 8,830.00	\$ -
10	\$ 9,500.00	\$ 457.00
3	\$ 2,850.00	\$ 1,013.00
7	\$ 6,650.00	\$ 1,290.00
2	\$ 1,652.00	\$ -
0	\$ -	\$ 364.00
0	\$ -	\$ 886.00
0	\$ -	\$ 1,144.00
0	\$ -	\$ -
0	\$ -	\$ 296.00
0	\$ -	\$ 795.00
0	\$ -	\$ 1,037.00
0	\$ -	\$ -
0	\$ -	\$ 151.00
0	\$ -	\$ 595.00
0	\$ -	\$ 808.00

Total Monthly Cost Option 2	\$ 294,269.00
Total Monthly Additional Cost:	\$ 33,205.00
Total Annual Additional Cost:	\$ 398,460.00