

Work Session

March 12, 2026 4:00 PM

Central Services Board Room

1. Call to Order/Moment of Silence/Pledge of Allegiance
2. Community Comments
3. *Approval of Agenda
4. Lean Frog
5. Athletic/Activities Director Job Description
6. Centegix Funding Discussion
7. Benchmark Results & Trends Discussion
8. Pay Scales
 - 8.A. Certified
 - 8.B. Classified
9. Gallagher
10. Insurance
11. Other Budget Items
 - 11.A. Sub Pay
 - 11.B. Supplements
 - 11.C. Preliminary Budget
12. Policy First Reading
13. Middle School Update
14. Adjournment

(* Indicates Board Approval Required

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March 12, 2026 at 4:00 PM - Work Session

1. Call to Order/Moment of Silence/Pledge of Allegiance

Agenda Item Type: Action Item

2. Community Comments

Agenda Item Type: Action Item

3. *Approval of Agenda

Agenda Item Type: Action Item

4. Lean Frog

Agenda Item Type: Action Item

5. Athletic/Activities Director Job Description

Agenda Item Type: Action Item

Attachments: (1)

- [Athletic & Activities Director Job Description](#)

6. Centegix Funding Discussion

Agenda Item Type: Action Item

7. Benchmark Results & Trends Discussion

Agenda Item Type: Action Item

8. Pay Scales

Agenda Item Type: Action Item

8.A. Certified

Agenda Item Type: Action Item

Attachments: (2)

- [Option A Cert Pay Scales](#)
- [Option B Cert Pay Scales](#)

8.B. Classified

Agenda Item Type: Action Item

Attachments: (3)

- [Classified .50 \(1\)](#)
- [Classified 1.00 \(1\)](#)
- [Longevity Projection 26-27 \(1\)](#)

9. Gallagher

Agenda Item Type: Action Item

Attachments: (1)

- [Understanding Actuarial Value & Contribution Strategies - State 2027](#)

10. Insurance

Agenda Item Type: Action Item

Attachments: (2)

- [Health Option 1](#)
- [Health Option 2](#)

11. Other Budget Items

Agenda Item Type: Action Item

11.A. Sub Pay

Agenda Item Type: Action Item

Attachments: (1)

- [Substitute Cost Projections](#)

11.B. Supplements

Agenda Item Type: Action Item

Attachments: (2)

- [Additional Supplement Disbursement](#)
- [Years of Experience](#)

11.C. Preliminary Budget

Agenda Item Type: Action Item

Attachments: (1)

- [26-27 Draft I March 2026.xlsx](#)

12. Policy First Reading

Agenda Item Type: Action Item

Attachments: (7)

- [5.105 Recruitment of Employees](#)
- [6.201 Compulsory Attendance Ages](#)
- [6.2011 Voluntary Pre-K Attendance](#)
- [6.208 Release During School Hours](#)
- [6.3041 Title IX & Sexual Harrasement](#)
- [6.316 Suspension Remand](#)
- [6.317 Student Disciplinary Hearing Authority](#)

13. Middle School Update

Agenda Item Type: Action Item

14. Adjournment

Agenda Item Type: Action Item

Responsibilities Cumberland County School District

Athletic and Activities Director

Purpose Statement

The responsibilities of the Athletic and Activities Director serves the purpose/s of implementing and maintaining the assigned programs and services of the Elementary/Middle and High School Athletics to comply with county, state, and federal guidelines. In addition, this role serves the purpose of administering activities across the district related to music, band, the arts, and other areas as deemed appropriate.

This job reports to the ~~Chief Academic Officer~~ Director of Schools.

Essential Functions

Coordinates the elementary/middle and high school athletic program in collaboration with principals and coaches to ascertain programmatic needs on an annual basis, as well as prior to each season to ensure consistency of program. This role administers activities across the district related to music, band, the arts, and other areas as deemed appropriate.

Other Functions

- Responsible for elementary athletic events scheduling, publicizing dates, sites and time of contests. Rescheduling elementary athletic events as needed. Review and approve all high school athletic events.
- Review and resolve athletic complaints and concerns, unable to be resolved at the school level.
- Create an atmosphere of exemplary sportsmanship and respect.
- Insist on adequate safety provisions in all sports for both participants and spectators and provide a periodic check of all facilities for safety and suitability.
- ~~Responsible for overseeing maintenance of the buildings and grounds in athletic areas.~~
- Work collaboratively with the principal to ensure that the coaches of all athletic teams know their described duties and responsibilities.
- Advises and ensures all coaches conform to BOE, league policies and regulations and state and federal laws. Attends league and district meetings.
- Develop effective relations with outside groups, such as Booster Associations and others, and be the liaison between those associations and the school.
- ~~Provide for the efficient handling of all athletic funds with such safeguards as annual budget audits and proper bookkeeping.~~
- Verifies all athletic eligibility lists.
- Organize all athletic supplements.
- Ensures officials are scheduled and paid accordingly and maintains an active file of officials.
- Present quarterly athletic report to BOE.
- Provide opportunities for parents to have a clear understanding of athletic policies and procedures.
- Responsible for developing and implementing a district-wide athletic guidance manual to ensure compliance with all applicable federal, state, and local laws. This manual shall include but not be limited to the following sections: Athletic Personnel Management; Communication and Public Relations; Compliance and Risk Management; Facility and Event Oversight; Financial and Resource Management; Operational Scheduling. This athletic guidance manual and subsequent changes will be reviewed and approved annually by the Director of Schools.
- Responsible for staying abreast of current Title IX regulations while ensuring proper training is required, completed, and documented for all athletic personnel.
- Responsible for assisting high school administrators regarding community facility usage including auditoriums and gymnasiums, at the respective high schools.
- Coordinate art exhibits at Central Office and Art Circle Public Library.
- Assist in transportation and arrangement of 11th grade orchestra trip.

- Plan and execute professional development for fine art teachers yearly.
- Plan and execute county-wide band and choir performances for middle school and high school.
- Track art activities by individual schools.
- Coordinate and assist schools with parental involvement activities.
- Track parental involvement activities by individual schools.
- Other duties as assigned by the Director of Schools and or his/her designee.

Job Requirements: Minimum

Qualifications Skills, Knowledge and Abilities KNOWLEDGE/SKILLS/ABILITIES

- Knowledge of overall operations of an athletic program
- Knowledge and ability to implement county, state, and federal policies/ procedures governing athletics
- Ability to compile, maintain, file, and present all physical and computerized reports, records, and other documents
- Clear direct communication individually and within the organization.

Experience Job related experience within specialized field with increasing levels of responsibility is required. Coaching Experience preferred.

Education **Minimum of** Bachelor's degree [degree(s) in sports administration and/or education preferred].

Equivalency None Specified

Required Testing None Specified

Certificates & Licenses

Continuing Educ. / Training

~~None Specified~~ Concussion Training; Annual, mandatory training for athletic directors and coaches per TCA 68-55-502.
De-Escalation Training; Required annually for school administrators, athletic directors, per TCA 49-6-819.

Clearances

Background Clearance

FLSA Status

Exempt

Approval Date

Salary Grade

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

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

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

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

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

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

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

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

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 4% of total projected salary
- 21-25 4.5% of total projected salary
- 26 & Up 5% of total projected salary

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	\$ 13.49	\$ 14.09	\$ 14.68	\$ 14.24	\$ 16.17	\$ 17.06	\$ 16.45	\$ 17.55	\$ 18.65	\$ 19.75	\$ 22.42	\$ 22.51	\$ 84.28
1	\$ 13.74	\$ 14.35	\$ 14.96	\$ 14.50	\$ 16.47	\$ 17.38	\$ 16.75	\$ 17.88	\$ 19.00	\$ 20.13	\$ 22.84	\$ 22.94	\$ 85.95
2	\$ 14.00	\$ 14.61	\$ 15.24	\$ 14.77	\$ 16.78	\$ 17.71	\$ 17.07	\$ 18.22	\$ 19.36	\$ 20.51	\$ 23.28	\$ 23.38	\$ 87.65
3	\$ 14.26	\$ 14.89	\$ 15.52	\$ 15.05	\$ 17.10	\$ 18.04	\$ 17.39	\$ 18.56	\$ 19.73	\$ 20.90	\$ 23.73	\$ 23.83	\$ 89.39
4	\$ 14.52	\$ 15.16	\$ 15.81	\$ 15.33	\$ 17.42	\$ 18.39	\$ 17.72	\$ 18.91	\$ 20.11	\$ 21.30	\$ 24.18	\$ 24.29	\$ 91.15
5	\$ 14.93	\$ 15.59	\$ 16.25	\$ 15.76	\$ 17.91	\$ 18.91	\$ 18.22	\$ 19.45	\$ 20.68	\$ 21.91	\$ 24.88	\$ 24.98	\$ 93.85
6	\$ 15.21	\$ 15.88	\$ 16.56	\$ 16.06	\$ 18.25	\$ 19.27	\$ 18.56	\$ 19.82	\$ 21.07	\$ 22.33	\$ 25.35	\$ 25.46	\$ 95.71
7	\$ 15.50	\$ 16.18	\$ 16.87	\$ 16.36	\$ 18.60	\$ 19.63	\$ 18.92	\$ 20.20	\$ 21.48	\$ 22.75	\$ 25.84	\$ 25.95	\$ 97.60
8	\$ 15.78	\$ 16.49	\$ 17.19	\$ 16.66	\$ 18.95	\$ 20.00	\$ 19.27	\$ 20.58	\$ 21.88	\$ 23.19	\$ 26.34	\$ 26.45	\$ 99.54
9	\$ 16.08	\$ 16.80	\$ 17.51	\$ 16.98	\$ 19.31	\$ 20.38	\$ 19.64	\$ 20.97	\$ 22.30	\$ 23.63	\$ 26.84	\$ 26.96	\$ 101.51
10	\$ 16.53	\$ 17.27	\$ 18.01	\$ 17.46	\$ 19.86	\$ 20.96	\$ 20.20	\$ 21.57	\$ 22.94	\$ 24.31	\$ 27.62	\$ 27.74	\$ 104.52
11	\$ 16.84	\$ 17.59	\$ 18.35	\$ 17.79	\$ 20.23	\$ 21.36	\$ 20.58	\$ 21.98	\$ 23.38	\$ 24.78	\$ 28.15	\$ 28.28	\$ 106.59
12	\$ 17.16	\$ 17.92	\$ 18.69	\$ 18.12	\$ 20.62	\$ 21.77	\$ 20.97	\$ 22.40	\$ 23.83	\$ 25.25	\$ 28.70	\$ 28.82	\$ 108.70
13	\$ 17.48	\$ 18.26	\$ 19.05	\$ 18.46	\$ 21.01	\$ 22.19	\$ 21.37	\$ 22.83	\$ 24.28	\$ 25.74	\$ 29.25	\$ 29.38	\$ 110.86
14	\$ 17.81	\$ 18.61	\$ 19.41	\$ 18.81	\$ 21.41	\$ 22.61	\$ 21.78	\$ 23.27	\$ 24.75	\$ 26.23	\$ 29.81	\$ 29.95	\$ 113.06
15	\$ 18.31	\$ 19.13	\$ 19.96	\$ 19.35	\$ 22.02	\$ 23.26	\$ 22.40	\$ 23.93	\$ 25.46	\$ 26.99	\$ 30.68	\$ 30.81	\$ 116.41
16	\$ 18.66	\$ 19.50	\$ 20.34	\$ 19.71	\$ 22.44	\$ 23.70	\$ 22.83	\$ 24.39	\$ 25.95	\$ 27.51	\$ 31.27	\$ 31.41	\$ 118.72
17	\$ 18.93	\$ 19.77	\$ 20.63	\$ 19.99	\$ 22.76	\$ 24.04	\$ 23.16	\$ 24.74	\$ 26.33	\$ 27.91	\$ 31.73	\$ 31.87	\$ 120.49
18	\$ 19.19	\$ 20.06	\$ 20.93	\$ 20.28	\$ 23.09	\$ 24.39	\$ 23.49	\$ 25.10	\$ 26.71	\$ 28.31	\$ 32.19	\$ 32.33	\$ 122.29
19	\$ 19.46	\$ 20.35	\$ 21.22	\$ 20.57	\$ 23.42	\$ 24.74	\$ 23.83	\$ 25.46	\$ 27.09	\$ 28.72	\$ 32.66	\$ 32.80	\$ 124.10
20	\$ 19.74	\$ 20.63	\$ 21.53	\$ 20.86	\$ 23.76	\$ 25.10	\$ 24.17	\$ 25.83	\$ 27.48	\$ 29.14	\$ 33.13	\$ 33.28	\$ 125.95
21	\$ 20.02	\$ 20.93	\$ 21.84	\$ 21.16	\$ 24.10	\$ 25.46	\$ 24.52	\$ 26.20	\$ 27.88	\$ 29.56	\$ 33.61	\$ 33.76	\$ 127.82
22	\$ 20.31	\$ 21.23	\$ 22.15	\$ 21.46	\$ 24.45	\$ 25.83	\$ 24.87	\$ 26.58	\$ 28.28	\$ 29.99	\$ 34.10	\$ 34.25	\$ 129.72
23	\$ 20.60	\$ 21.53	\$ 22.47	\$ 21.77	\$ 24.80	\$ 26.20	\$ 25.23	\$ 26.96	\$ 28.69	\$ 30.42	\$ 34.60	\$ 34.75	\$ 131.66
24	\$ 20.89	\$ 21.84	\$ 22.79	\$ 22.08	\$ 25.16	\$ 26.58	\$ 25.59	\$ 27.35	\$ 29.11	\$ 30.86	\$ 35.10	\$ 35.26	\$ 133.62
25	\$ 21.19	\$ 22.15	\$ 23.11	\$ 22.40	\$ 25.52	\$ 26.96	\$ 25.96	\$ 27.75	\$ 29.53	\$ 31.31	\$ 35.61	\$ 35.77	\$ 135.61
26	\$ 21.59	\$ 22.58	\$ 23.56	\$ 22.83	\$ 26.01	\$ 27.48	\$ 26.46	\$ 28.28	\$ 30.10	\$ 31.92	\$ 36.31	\$ 36.47	\$ 138.30

\$1.00 Step Increase

Longevity:

- 16-20 4% of total projected salary
- 21-25 4.5% of total projected salary
- 26 & Up 5% of total projected salary

Longevity December 2025

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

Total \$ 105,443

**Projected Longevity December
2025**

16-20	4% of total projected salary
21-25	4.5% of total projected salary
26 & Up	5% of total projected salary

Total \$ 143,933

Total Increase \$ 38,490

Understanding Actuarial Value & Contribution Strategies



A look at the State Health Plans in the face of expected 2027 Increases

When will 2027 rate information be available?

The State Health Plan controls timelines which vary from year to year. Historically, Gallagher has helped clients estimate their budget needs using a projected 6% aggregate increase, then refined those projections when the State releases the final aggregate increases—typically in April or May—and refined them again in the summer once the final plan designs and rate charts become available. Note that some plans and tiers experience more dramatic increases than others, and depending on enrollment, this can widely impact budget numbers for your group.

State Health Plan
The State of Tennessee’s Health Plan remains an excellent, high-value option for schools through the LEA plan and for local governments through the LGA plan. In today’s environment of rapidly rising healthcare costs, local contribution strategies must be set thoughtfully. Districts should consider each plan’s actuarial value and the overall balance of employer and employee premium contributions based on the local budget.

Are the LGA plans the same as the LEA plans?

Generally, the LEA and LGA groups are offered the same plan options through the State Health Plan, although this could change in the future.

Are the premiums for the LGA plans the same as the LEA plans?

No. An important difference is that LGA and LEA plans do not share the same premium rates because they are managed as separate risk pools, with each pool’s costs and premiums calculated independently based on the unique characteristics of the populations they cover. This often creates confusion within communities, who may feel that the LGA group is being treated inequitably compared to the LEA group. The variation simply reflects how the State Health Plan structures and manages its separate risk pools—and as a result, it is inherently more expensive for a community to fund the LGA plan than the LEA plan unless LGA employees contribute a larger share of the premium.

What should LEAs consider before changing contributions?

Before changing your contribution strategy, ensure you have reviewed any collaboratively conferenced MOU requirements, Board Policy 3.600 or others, budget timing, state minimum funding requirements, network considerations, and premium trends. We have experience with all of these. Consult your Gallagher representative for support, which may include compliance elements, financial modeling, network evaluation, and employee communication planning. We do not charge our clients for these services as they are included when we handle your voluntary benefits as broker.

What should LGAs consider before changing contributions?

Generally, there are not policies or contracts that limit what a LGA can do, which is slightly different than what we see in LEAs. Gallagher can assist with budget timing, premium trends, financial modeling, network evaluation, compliance elements, and employee communication planning.

What a Public Employer Can Do in a Tight Budget Year?

In a difficult budget year, an LEA or LGA could choose to:

- More heavily fund the Limited Plan instead of the Standard or Premier Plan. This ensures every employee still receives comprehensive, high-value insurance—close to a Gold-tier actuarial value—while lowering the employer’s per-employee premium spend.
- Require employees who want the Standard or Premier plan to “buy up.” Employees who prefer richer benefits can still choose them by paying the difference in premium between their chosen plan and the Limited Plan.
- Encourage enrollment in the efficient (lower-cost) networks. The State Health Plan offers narrow networks (BCBST Network S and Cigna LocalPlus) that cost less than the expanded networks (BCBST Network P and Cigna Open Access). These efficient networks are very strong, and most people can find their needs met on the narrower networks.
- Consider adopting a defined contribution strategy, where every benefits-eligible employee receives the same fixed dollar amount toward the cost of their medical plan. This approach controls the employer’s total spend, encourages employees to choose plans that fit their needs and budgets, and creates a more predictable financial model for future years.

How does an employer know that they are providing good insurance to employees?

The most fair, practical way to evaluate a plan’s overall value to an employee is by a metric called “actuarial value.”

Who Determines Actuarial Value?

Centers for Medicare & Medicaid Services, or CMS, is the federal agency that sets and enforces national standards for health insurance, including how actuarial value must be calculated for plans.

What is Actuarial Value?

AV is fair because it compares plans on an “apples-to-apples” basis using the exact same government-defined population, the same medical scenarios, and the same calculation rules from CMS, so differences reflect true generosity of coverage, not differences in networks, copays, deductibles, or contract language. It is more reliable than stories from people who use the insurance for a specific claim type.

What are the CMS Actuarial Value Market Tiers?

Market tiers provide a simple way for employees to understand how “rich” a health plan is by using standardized federal categories. CMS defines the standard tiers as:

- Gold = 80% AV
- Silver = 70% AV
- Bronze = 60% AV

How common are each of the market tiered plans?

Most commercial employer plans fall roughly in the low- to mid-70s AV when actuaries model them, based on national employer cost-sharing patterns (deductibles around \$1,900, significant coinsurance). Copays are not available in many 2026 commercial employer plan offerings because they generally drive people to use healthcare more frequently than a coinsurance model.

What are the TN State Health Plan actuarial values for 2026?

Gallagher’s Financial and Actuarial Team has calculated the State Plan actuarial values (CMS AV Calculator, 2026):

- Premier PPO: 87.2% AV
- Standard PPO: 83.37% AV
- Limited PPO: 78.93% AV
- Local CDHP: 76.76% AV

It is possible that plan design changes may be made for 2027 that impact the calculations. As soon as we receive final plan information, we will reevaluate.

Is the Limited plan “good insurance?”

Yes. The Limited Plan is good, comprehensive insurance. Here’s why it remains a strong option for employees:

- It covers almost 80% of total medical costs, which is higher than many employer plans nationwide. National Kaiser Family Foundation (KFF) data shows the average employer plan has deductibles near \$1,886 and often relies heavily on coinsurance, leading to lower overall value for employees.

- It includes predictable copays for many services, while most employer plans use coinsurance, which is something KFF reports that employees tend to dislike because it makes costs unpredictable. Employees love copays!
- Its actuarial value is close to a Gold-tier plan under CMS rules, meaning it is objectively more generous than the typical commercial employer plan.

In short, the Limited Plan is not “stripped down” or “bad insurance.” It is simply a slightly leaner version of the Standard Plan, but still significantly richer than the average employer plan and provides strong financial protection along with user-friendly copays.

Is there a copay with the Limited plan?

Yes, the limited plan copay is \$35 for in-network primary care and behavioral health office visits and \$55 for in-network specialty or urgent care visits. Telehealth appointments are a \$15 copay. Pharmacy also includes a copay structure for a 30-day or 90-day supply of most prescriptions. All preventative care recommended and medically necessary is offered at \$0.

What is the in-network deductible for the Limited plan?

In-Network Deductibles (2026 Limited PPO)

- Employee Only: \$1,800
- Employee + Child(ren): \$2,500
- Employee + Spouse: \$2,800
- Employee + Spouse + Child(ren): \$3,600

What else can we do besides simply accept the State’s annual rate increase?

Public entities are not limited to absorbing whatever increase the State announces each year. The State Health Plan is an option but is not a requirement. In addition to adjusting contribution strategies, you can also explore private market options to see whether competitive pricing or alternative plan structures might offer budget relief. This process generally begins with requesting claims data, inviting carriers to quote, and comparing private options side-by-side with the State plan to determine whether a viable alternative exists. Consult Gallagher for guidance—we routinely support districts through this process and ensure timelines and requirements are correctly followed.

What general timeline should we expect when exploring private market alternatives?

A typical timeline begins with claims data requests, followed by initial carrier feedback and modeling, and then refined quoting once the State releases aggregate increases and final plan designs. Gallagher can guide you through the timing so that private quotes align with the State’s release of final rates.

If we know we don't want to leave the State Plan in 2027, but we may want to consider it in the future if rate increases continue, is there anything we should do now?

Yes. Ask the State to release your claims data to carriers so they can begin building a long-term experience file. Having multiple years of historical data will make any future private-market quotes more accurate and credible.

Disclaimer: This document is intended for planning and informational purposes only. It summarizes general statutory requirements, typical timelines, and procedural considerations based on current Tennessee law and State Health Plan administrative practices. It is not legal advice and should not be relied upon as a substitute for consulting with legal counsel. Requirements may change, and specific obligations can vary based on local MOUs, board policies, and fiscal conditions. Public entities should consult with their legal counsel, finance leadership, and Gallagher before acting.

2026-2027 CUMBERLAND COUNTY SCHOOLS

Insurance Option 1

**BOE PAYS 100% OF EMPLOYEE AND 85% OF EMPLOYEE + CHILD(REN)
*LIMITED PPO PLAN - "S NETWORK"***

NETWORK BLUE CROSS PPO AND CIGNA LOCAL PLUS (S NETWORK)	COVERAGE LEVEL	MONTHLY PREMIUM	MONTHLY COST	
			CC-BOE RATES	Employee Rates
PREMIER PLAN	EMPLOYEE	793.00	695.00	98.00
	EMPLOYEE + CHILD(REN)	1307.00	1078.35	228.65
	EMPLOYEE + SPOUSE	1783.00	1086.50	696.50
	EMPLOYEE + CHILD(REN) + SPOUSE	2060.00	1406.24	653.76
STANDARD PLAN	EMPLOYEE	736.00	695.00	41.00
	EMPLOYEE + CHILD(REN)	1214.00	1078.35	135.65
	EMPLOYEE + SPOUSE	1656.00	1086.50	569.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1914.00	1406.24	507.76
LIMITED PPO	EMPLOYEE	695.00	695.00	0.00
	EMPLOYEE + CHILD(REN)	1146.00	1078.35	67.65
	EMPLOYEE + SPOUSE	1565.00	1086.50	478.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1807.00	1406.24	400.76
CDHP/H.S.A.	EMPLOYEE	607.00	607.00	0.00
	EMPLOYEE + CHILD(REN)	1001.00	1001.00	0.00
	EMPLOYEE + SPOUSE	1365.00	1086.50	278.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1578.00	1406.24	171.76

CIGNA OPEN ACCESS And BCBST (P NETWORK)	COVERAGE LEVEL	MONTHLY PREMIUM	MONTHLY COST	
			CC-BOE RATES	Employee Rates
PREMIER PLAN	EMPLOYEE	883.00	695.00	188.00
	EMPLOYEE + CHILD(REN)	1407.00	1078.35	328.65
	EMPLOYEE + SPOUSE	1963.00	1086.50	876.50
	EMPLOYEE + CHILD(REN) + SPOUSE	2240.00	1406.24	833.76
STANDARD PLAN	EMPLOYEE	826.00	695.00	131.00
	EMPLOYEE + CHILD(REN)	1314.00	1078.35	235.65
	EMPLOYEE + SPOUSE	1836.00	1086.50	749.50
	EMPLOYEE + CHILD(REN) + SPOUSE	2094.00	1406.24	687.76
LIMITED PPO	EMPLOYEE	785.00	695.00	90.00
	EMPLOYEE + CHILD(REN)	1246.00	1078.35	167.65
	EMPLOYEE + SPOUSE	1745.00	1086.50	658.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1987.00	1406.24	580.76
CDHP/H.S.A.	EMPLOYEE	697.00	695.00	2.00
	EMPLOYEE + CHILD(REN)	1101.00	1078.35	22.65
	EMPLOYEE + SPOUSE	1545.00	1086.50	458.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1758.00	1406.24	351.76

2026-2027 CUMBERLAND COUNTY SCHOOLS

Insurance Option 2

**BOE PAYS 100% OF EMPLOYEE AND 100% OF EMPLOYEE + CHILD(REN)
LIMITED PPO PLAN - "S NETWORK"**

NETWORK		MONTHLY COST		
BLUE CROSS PPO AND CIGNA LOCAL PLUS (S NETWORK)		MONTHLY PREMIUM	CC-BOE RATES	Employee Rates
	COVERAGE LEVEL			
PREMIER PLAN	EMPLOYEE	793.00	695.00	98.00
	EMPLOYEE + CHILD(REN)	1307.00	1146.00	161.00
	EMPLOYEE + SPOUSE	1783.00	1086.50	696.50
	EMPLOYEE + CHILD(REN) + SPOUSE	2060.00	1443.45	616.55
STANDARD PLAN	EMPLOYEE	736.00	695.00	41.00
	EMPLOYEE + CHILD(REN)	1214.00	1146.00	68.00
	EMPLOYEE + SPOUSE	1656.00	1086.50	569.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1914.00	1443.45	470.55
LIMITED PPO ***	EMPLOYEE	695.00	695.00	0.00
	EMPLOYEE + CHILD(REN)	1146.00	1146.00	0.00
	EMPLOYEE + SPOUSE	1565.00	1086.50	478.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1807.00	1443.45	363.55
CDHP/H.S.A.	EMPLOYEE	607.00	607.00	0.00
	EMPLOYEE + CHILD(REN)	1001.00	1001.00	0.00
	EMPLOYEE + SPOUSE	1365.00	1086.50	278.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1578.00	1443.45	134.55

CIGNA OPEN ACCESS And BCBST (P NETWORK)		MONTHLY COST		
	COVERAGE LEVEL	MONTHLY PREMIUM	CC-BOE RATES	Employee Rates
PREMIER PLAN	EMPLOYEE	883.00	695.00	188.00
	EMPLOYEE + CHILD(REN)	1407.00	1146.00	261.00
	EMPLOYEE + SPOUSE	1963.00	1086.50	876.50
	EMPLOYEE + CHILD(REN) + SPOUSE	2240.00	1443.45	796.55
STANDARD PLAN	EMPLOYEE	826.00	695.00	131.00
	EMPLOYEE + CHILD(REN)	1314.00	1146.00	168.00
	EMPLOYEE + SPOUSE	1836.00	1086.50	749.50
	EMPLOYEE + CHILD(REN) + SPOUSE	2094.00	1443.45	650.55
LIMITED PPO	EMPLOYEE	785.00	695.00	90.00
	EMPLOYEE + CHILD(REN)	1246.00	1146.00	100.00
	EMPLOYEE + SPOUSE	1745.00	1086.50	658.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1987.00	1443.45	543.55
CDHP/H.S.A.	EMPLOYEE	697.00	695.00	2.00
	EMPLOYEE + CHILD(REN)	1101.00	1101.00	0.00
	EMPLOYEE + SPOUSE	1545.00	1086.50	458.50
	EMPLOYEE + CHILD(REN) + SPOUSE	1758.00	1443.45	314.55

Substitute Cost Projection

Full School Year (180 days) Scenarios

Based on August-October 2025

Usage

Retired Teacher Sub Costs Based on 180 Days

Pay Rate	Total Cost
Current: \$100	\$77,400
Option 1: \$125	\$96,750 (Yearly Increase = \$19,350)
Option 2: \$150	\$116,100 (Yearly Increase = \$38,700)

Certified Sub Costs Based on 180 Days

Pay Rate	Total Cost
Current: \$85	\$21,726
Option 1: \$100	\$25,560 (Yearly Increase = \$3,834)
Option 2: \$125	\$31,950 (Yearly Increase = \$10,224)

Classified Sub Based on 180 Days

Pay Rate	Total Cost
Current: \$75	\$358,560
Option 1: \$90	\$430,272 (Yearly Increase = \$71,712)
Option 2: \$100	\$478,080 (Yearly Increase = \$119,520)

Combined Cost Summary

Scenario	Retired	Certified	Classified	Total Cost
Current Rates	\$77,400	\$21,726	\$358,560	\$457,686
Option 1 Rates	\$96,750	\$25,560	\$430,272	\$552,582 <i>(Yearly Increase = \$94,896)</i>
Option 2 Rates	\$116,100	\$31,950	\$478,080	\$626,130 <i>(Yearly Increase = \$168,444)</i>



Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chair

Additional Supplement Disbursement

of Students

1 - 20	\$100.00
21 - 50	\$200.00
51 - 74	\$300.00
75 & above	\$400.00

Months of Practice/Involvement

0 - 3	\$200.00
4 - 6	\$300.00
7 - 9	\$400.00
10 - 12	\$500.00

Performance/Games/Matches (Regular Season)

0 - 10	\$200.00
11 - 20	\$300.00
21 - 30	\$400.00
31+	\$500.00

Success if Applicable

60 - 74%	\$300.00
75 - 89%	\$400.00
90% & above	\$500.00
State Playoff/Tournament	\$500.00
Undefeated Season/State Champion	\$1000.00

All:

- Supplements will be twice a year
- Obviously success will be on the 2nd check
- Supporting documentation will be required - rosters, practice & game schedule
- New coaches will complete experience verification form
- Number performance is 1:1 each game regardless of tournament or not
- For some supplements - only base, months & year of experience will be used i.e. elementary yearbook

Cumberland County Schools
368 Fourth Street
Crossville, TN 38555
931-484-6135

Athletic/Extracurricular Base Supplement			Base Supplement Amount						
Revised 1/16/26	Per School	District Total	Year 1-4	Year 5-9	Year 10-14	Year 15-19	Year 20-24	Year 25-29	Year 30+
High School									
Archery	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Band Director	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Band Assistant	1	2	\$1,700	\$1,870	\$2,057	\$2,263	\$2,489	\$2,738	\$3,012
Baseball Head Coach	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Baseball Assistant	2	4	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Basketball Head Coach	2	4	\$5,100	\$5,610	\$6,171	\$6,788	\$7,467	\$8,214	\$9,035
Basketball Assistant	2	4	\$2,900	\$3,190	\$3,509	\$3,860	\$4,246	\$4,670	\$5,138
Basketball JV Head Coach	2	4	\$3,100	\$3,410	\$3,751	\$4,126	\$4,539	\$4,993	\$5,492
Basketball JV Assistant Coach	2	4	\$1,800	\$1,980	\$2,178	\$2,396	\$2,635	\$2,899	\$3,189
Beta	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Bowling	1	2	\$1,400	\$1,540	\$1,694	\$1,863	\$2,050	\$2,255	\$2,480
Cheer Varsity	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Cheer Asst Coach	1	2	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Chess	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Choir	1	2	\$800	\$880	\$968	\$1,065	\$1,171	\$1,288	\$1,417
Color Guard	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country	1	2	\$1,200	\$1,320	\$1,452	\$1,597	\$1,757	\$1,933	\$2,126
Dance	1	2	\$800	\$880	\$968	\$1,065	\$1,171	\$1,288	\$1,417
Drama	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
FB Head Coach	1	2	\$5,100	\$5,610	\$6,171	\$6,788	\$7,467	\$8,214	\$9,035
FB Off Coord	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
FB Def Coord	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
FB Asst	5	10	\$3,000	\$3,300	\$3,630	\$3,993	\$4,392	\$4,832	\$5,315
Fishing Coach	1	2	\$1,500	\$1,650	\$1,815	\$1,997	\$2,196	\$2,416	\$2,657
Girls Flag Football Head Coach	1	2	\$3,000	\$3,300	\$3,630	\$3,993	\$4,392	\$4,832	\$5,315
Girls Flag Football Assistant	1	2	\$1,500	\$1,650	\$1,815	\$1,997	\$2,196	\$2,416	\$2,657
Golf Head Coach	2	4	\$1,500	\$1,650	\$1,815	\$1,997	\$2,196	\$2,416	\$2,657

Athletic/Extracurricular Base Supplement			Base Supplement Amount						
Revised 1/16/26	Per School	District Total	Year 1-4	Year 5-9	Year 10-14	Year 15-19	Year 20-24	Year 25-29	Year 30+
Soccer Head Coach	2	4	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Soccer Asst Coach	4	8	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Softball Head Coach	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Softball Asst Coach	2	4	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Student Council	1	3	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Tennis	1	2	\$1,700	\$1,870	\$2,057	\$2,263	\$2,489	\$2,738	\$3,012
Track Head Coach	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Track Asst Coach	1	2	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Volleyball Head Coach	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Volleyball Asst Coach	1	2	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Wrestling Head Coach	1	2	\$3,400	\$3,740	\$4,114	\$4,525	\$4,978	\$5,476	\$6,023
Wrestling Asst Coach	2	4	\$1,900	\$2,090	\$2,299	\$2,529	\$2,782	\$3,060	\$3,366
Yearbook	1	2	\$1,000	\$1,100	\$1,210	\$1,331	\$1,464	\$1,611	\$1,772
Phoenix Yearbook	1		\$500	\$550	\$605	\$666	\$732	\$805	\$886
Middle School/County Wide									
Baseball Head Coach MS	1	2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Basketball Head Coach Boys		2	\$2,300	\$2,530	\$2,783	\$3,061	\$3,367	\$3,704	\$4,075
Basketball Asst Coach Boys		2	\$2,000	\$2,200	\$2,420	\$2,662	\$2,928	\$3,221	\$3,543
Basketball Head Coach Girls		2	\$2,300	\$2,530	\$2,783	\$3,061	\$3,367	\$3,704	\$4,075
Basketball Asst Coach Girls		2	\$2,000	\$2,200	\$2,420	\$2,662	\$2,928	\$3,221	\$3,543
Bowling		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cheer Head Coach MS		2	\$3,000	\$3,300	\$3,630	\$3,993	\$4,392	\$4,832	\$5,315
Cheer Assistant MS		2	\$1,500	\$1,650	\$1,815	\$1,997	\$2,196	\$2,416	\$2,657
FB Head Coach MS	1	2	\$2,300	\$2,530	\$2,783	\$3,061	\$3,367	\$3,704	\$4,075
FB Asst Coach MS	3	6	\$2,000	\$2,200	\$2,420	\$2,662	\$2,928	\$3,221	\$3,543
Golf Girls Head Coach		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886

Athletic/Extracurricular Base Supplement			Base Supplement Amount						
Revised 1/16/26	Per School	District Total	Year 1-4	Year 5-9	Year 10-14	Year 15-19	Year 20-24	Year 25-29	Year 30+
Golf Boys Head Coach		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Golf County Wide	1	2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Soccer Girls Head Coach		2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Soccer Girls Asst Coach		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Soccer Boys Head Coach		2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Soccer Boys Asst Coach		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Soccer County Wide	1	2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Softball Head Coach MS	1	2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Tennis		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Track and Field		4	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Volleyball MS	1	2	\$750	\$825	\$908	\$998	\$1,098	\$1,208	\$1,329
Wrestling Girls Head Coach		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Wrestling Boys Head Coach		2	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Elementary									
Archery	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Band	1	9	\$600	\$660	\$726	\$799	\$878	\$966	\$1,063
Basketball Middle (6-8) Head C	2	18	\$2,000	\$2,200	\$2,420	\$2,662	\$2,928	\$3,221	\$3,543
Basketball Elementary (3-5) C	2	18	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Beta	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cheer Varsity	1	9	\$1,200	\$1,320	\$1,452	\$1,597	\$1,757	\$1,933	\$2,126
Cheer JV	1	9	\$400	\$440	\$484	\$532	\$586	\$644	\$709
Chess	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country	2	18	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Cross Country Coordinator		1	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Drama	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Student Council	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886
Yearbook	1	9	\$500	\$550	\$605	\$666	\$732	\$805	\$886

	Cumberland County Schools Budget						Approved by Budget Committee	
General Purpose School Fund		Budget As of 03.03.26					Approved by BOE	
Budget				With Prior Years Added				
For Fiscal Year Ending June 30, 2027								
Account	Description							Account
No.		Budget	Actual	Audited Actual	Approved Budget	Proposed Budget		No.
		2023-2024	2023-2024	2024-2025	2025-2026	2026-2027		
40000	LOCAL TAXES							40000
40110	Current Property Taxes	1,863,921	1,872,621	2,022,107	1,890,277	1,890,277		40110
40120	Trustee's Collection Prior Year	163,519	92,814	88,000	52,999	52,999		40120
40130	Circuit/Clerk & Master	108,155	39,690	25,000	18,765	18,765		40130
40140	Interest & Penalty	91,724	45,199	23,267	21,342	21,342		40140
40200	COUNTY LOCAL OPTION TAXES		-					40200
40210	Local Option Sales Tax	16,680,255	16,092,660	16,455,212	16,953,333	16,953,333		40210
40270	Business Tax	4,855	4,598	5,871	3,561	3,561		40270
40275	Mixed Drink Tax	80,465	62,757	84,663	57,360	57,360		40275
	TOTAL LOCAL TAXES	18,992,894	18,210,339	18,704,120	18,997,637	18,997,637	Per April Estimate	1

Farley							
Account No.	EXPENDITURES	Budget	Actual	Audited Actual	Budget	Proposed Budget	Account No.
71100	REGULAR INSTRUCTION	2023-2024	2023-2024	2024-2025	2025-2026	2026-2027	71100
116	Teachers	19,933,322	18,684,108	20,016,822	20,202,256	22,159,720	116
117	Career Ladder Program	50,700	40,550	38,875	37,875	30,000	117
128	Homebound Teacher	61,120	54,838	59,385	64,564	64,564	128
163	Educational Assistants	1,264,989	1,026,488	1,011,324	1,132,683	1,177,990	163
188	Bonus Payments			298,501			188
189	Other Salaries & Wages	17,205	11,550	78,465	-		189
195	Certified Substitute Teachers	68,080	61,155	59,262	60,000	72,900	195
198	Non-Certified Substitutes	280,000	213,045	220,920	200,000	240,000	198
201	Social Security	1,662,048	1,462,725	1,567,679	1,659,849	1,816,506	201
204	State Retirement	1,517,808	1,415,163	1,489,583	1,598,611	1,746,553	204
206	Life Insurance	29,022	24,391	24,636	29,172	29,172	206
207	Medical Insurance	4,616,339	4,561,832	4,886,459	5,002,138	5,413,109	207
208	Dental Insurance	133,557	125,122	128,004	133,600	133,600	208
217	Retirement - Hybrid Stabilization	105,000	78,476	105,000	85,228	96,000	217
399	Other Contracted Services	45,000	26,673	31,092	35,000	35,000	399
429	Instructional Supplies	289,883	276,919	307,521	300,000	300,000	429
449	Textbooks-bound	675,000	553,286	542,977	738,500	738,500	449
471	Software	104,720	6,525	4,945	22,352	22,352	471
499	Other Supplies & Materials	101,718	93,810	64,197	67,983	67,983	499
535	Fee Waivers - Free/Red. Lunch Students	10,000	9,834	4,687	11,000	10,000	535
595	TISA-On Behalf Payments	92,551	92,551	149,737		149,737	595
599	Other Charges -	81,884		(81,884)			599
790	Other Equipment	16,500		4,139			790
	TOTAL REGULAR INSTRUCTION	31,156,446	28,819,041	31,012,326	31,380,812	34,303,686	5

372 teaching positions Average Pay (\$57,780 X 360) + 115,560 for 2 extra teachers if needed, +10,000 classroom overage expense, Summer School (0) , High School Summer School \$50,000 +Strat strategic comp \$100,000. + 8 Interventionist (120 day) + 1 (80 day)=45,000 X 8=360,000 + 30,000=\$390,000

(2) 1/2 time positions
50 Budget X 4% (assumes .50 raise)

SSIG funding expired
assumes increase to \$100 and \$125 per day

assumes increase to \$90 per day

9.0%, 8.75%

C=75 NC=36

assumes 7% increase

Residential facility fees for students \$24K@3 students, 504 student therapy \$11,000,

Record books \$3,200 (, art, Instr. Supplies , \$254,000 includes paper), \$5,000 district paper, add \$200 gifted, with cushion for enrollment change and price increase +Handwriting Program \$9113

Science adoption and buy half in 24-25, rest in 25-26 + \$50K CTE Textbooks +

Easy CBM, Removed Mastery Connect

Dual Credit \$30,000, (\$23,751 Band, Choir, Music, Library supply) Kindergarten supply \$2,900

Caps, gowns (Jostens)

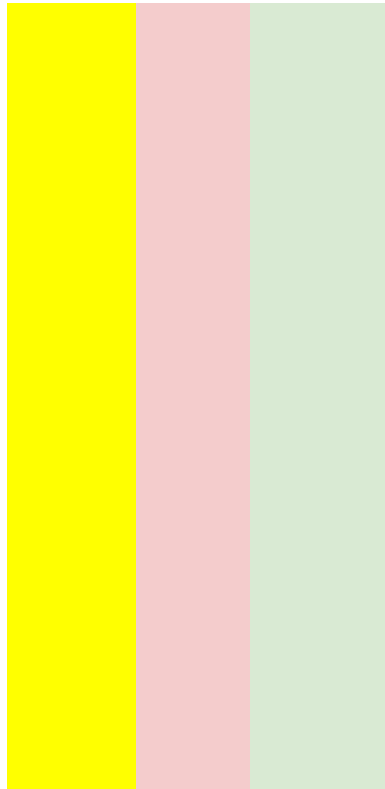
Parental Leave Reimbursements

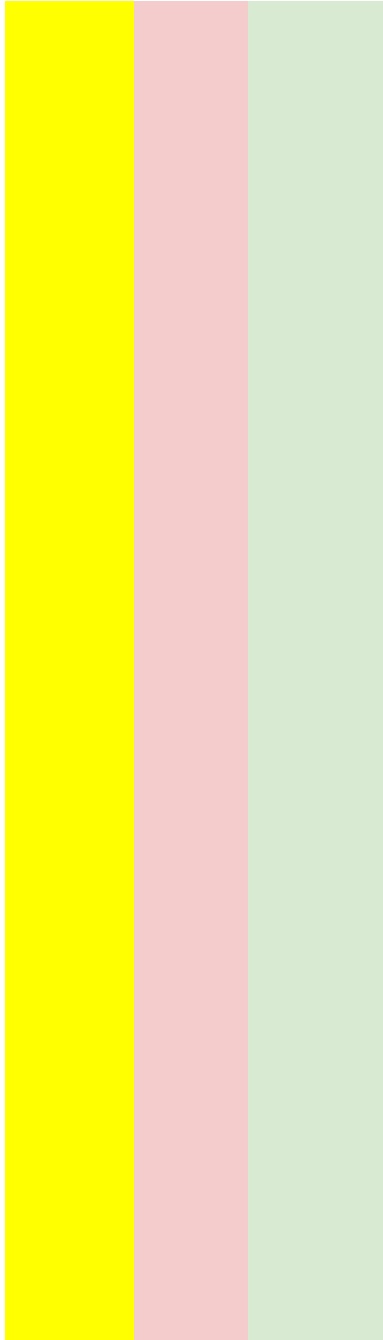
	Holton	Budget	Actual	Audited Actual	Budget	Proposed Budget		
71200	SPECIAL EDUCATION INSTRUCTION	2023-2024	2023-2024	2024-2025	2025-2026	2026-2027		71200
116	Teachers	2,994,199	2,990,509	3,142,392	3,374,332	3,607,576	57 total with actual salary for 25-26	116
117	Career Ladder Program	6,500	6,500	6,000	6,000	5,000		117
128	Homebound Teachers	55,045	53,215	67,145	64,564	68,656	FTE 1 - two half-time positions	128
163	Educational Assistants	645,700	605,648	833,908	933,977	971,336	FTE 38 moved interpreter to this line 10% raise + 2% step	163
188	Bonus Payments			57,078				
195	Certified Substitute Teachers	7,000	3,070	3,985	10,000	12,150	assumes increase to \$100 and \$125 per day	195
198	Non-Certified Substitutes	48,500	34,485	39,792	41,562	71,562	assumes increase to \$90 per day + more usage	198
201	Social Security	287,800	272,946	306,866	338,928	362,325	7.65 %	201
204	State Retirement	272,403	268,268	305,044	336,129	356,851	9.0% (Certified Hybrid) 8.75%-Classified	204
206	Life Insurance	5,726	4,603	4,967	5,336	5,336	57 certified 38 classified	206
207	Medical Insurance	958,786	936,743	1,058,098	1,095,131	1,324,170	3.5% in 25/26	207
208	Dental Insurance	32,360	27,099	29,234	32,110	37,620	95 x 27.22 X 12	208
210	Unemployment Compensation	315	315	315	315	315		
217	Retirement - Hybrid Stabilization	15,555	15,492	16,725	16,725	20,462		
336	Maintenance & Repair Services-	200	75	200	200	200	Copier repair and re-calibration of audiometers	336
429	Instructional Supplies & Materials	13,600	13,600	9,734	11,600	12,200	TISA money for teachers	429
499	Other Supplies & Materials	12,650	12,627	81,972	1,000	1,000	Non-instr. supplies (protocols (testing materials), cleaning supplies, diaper wipes, etc.)+(pre school expenses- based on funding)	499
725	Special Education Equipment	11,858	9,853	13,633	15,000	15,000	Specialized Equip., wheelchairs, hearing systems, etc. new equipment for P3 Class	725
	TOTAL SPECIAL EDUCATION	5,368,197	5,255,048	5,977,088	6,282,909	6,871,759		
	INSTRUCTION							7

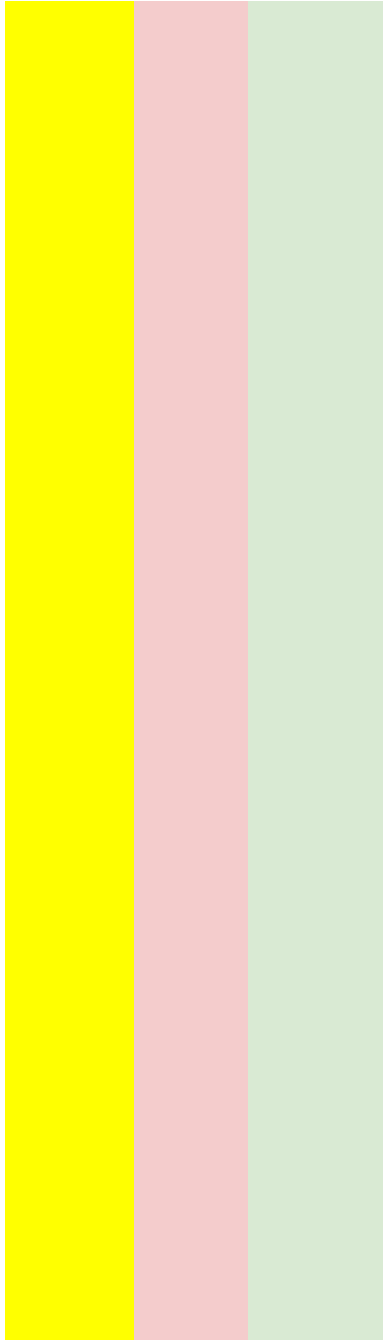
Eldridge		Budget	Actual	Audited Actual	Budget	Proposed Budget		
71300	CAREER AND TECHNICAL EDUCATION \CTE INSTRUCTION	2023-2024	2023-2024	2024-2025	2025-2026	2026-2027	NOTE: 25% of Salaries & Benefits will be funded by ISM & Gear Up Grants (\$1.25-Million)	71300
116	Teachers	4,482,757	3,271,575	3,498,341	3,605,048	3,858,752	62 total teachers, not including 2 GEAR UP (grant funded)	116
117	Career Ladder Program	4,000	4,000	4,000	3,000	4,000		117
162	Clerical Personal	50,000	30,606	7,750	-		Moved to 72230 for 25-26	163
189	Other Salaries & Wages	41,200	6,200	6,200	6,200	6,200		
195	Certified Substitute Teachers	17,000	14,757	12,500	13,000	15,795	assumes increase to \$100 and \$125 per day	195
198	Non-certified Substitutes	54,650	51,225	53,138	38,000	45,600	assumes increase to \$90 per day	198
201	Social Security	308,990	250,218	266,381	276,490	295,975	7.65%	201
204	State Retirement	304,778	238,423	246,072	266,912	285,722	9.0%/8.75%	204
206	Life Insurance	9,283	4,064	4,108	4,027	4,108		206
207	Medical Insurance	906,461	720,613	769,996	796,946	(180,579)	3.5% in 25/26	207
208	Dental Insurance	26,565	18,537	19027	20,578	21,297	63 X28.17X12	208
210	Unemployment Compensation	5,158	1,610	1,190	-	1,190		
217	Retirement - Hybrid Stabilization	60,318	11,432	11,589	12,896	12,896		
299	Other Fringe Benefits	10,873	3,281	2,619		-		
336	Maintenance & Repair Services	29,000	26,737	38,474	40,000	100,000	Maintenance, Repair & Replacement of Equipment (Appliances, HVAC in green houses ETC), floors, electrical work in CTE classrooms, plumbing in CTE classrooms, etc.	336
355	Travel	5,000	2,357	3,428	5,000	5,000	In County Travel for CTE teachers & work base learning coordinators	355
399	Other Contracted Services	96,350	65,608	150,295	122,350	125,000	TCAT fees, registration fees, buses for state and national competitions, bus transportation for career & job fairs and college visits. Increase in other travel expense competitions, etc.	399
429	Instructional Supplies & Materials	244,500	134,553	211,121	108,250	90,000	TISA \$12,400 (\$200 per CTE teacher), CTE program consumables(lab supplies for all programs)	429
449	Textbooks - Not incl. in 71100	30,000	30,000	71,743	50,000	50,000	Supplemental texts, iCEV online textbook/ curriculum for teachers, (# of teachers using iCEV has increased each year) not included in regular textbook rotation	449
471	Software	28,500	4,690	3,591	-	10,000		
499	Other Suppl. & Materials	44,000	3,536	4,000	4,000	4,000	Teacher supplies	499
599	Other Charges	5,000	5,000	6,573	7,000	7,000	Advisory meetings, student awards and career fairs	599
706	Building Construction	26,000	7,514	23,612	50,000	50,000	General building materials for construction classes	706
730	CTE Instruction Equipment	1,005,940	336,739	414,359	76,000	70,000	Teacher Computers, any equipment for CTE programs + \$26K for Gear up Grant	730
	TOTAL CTE							
	EDUCATION INSTRUCTION	7,796,323	5,243,275	5,830,107	5,505,697	4,881,956		8

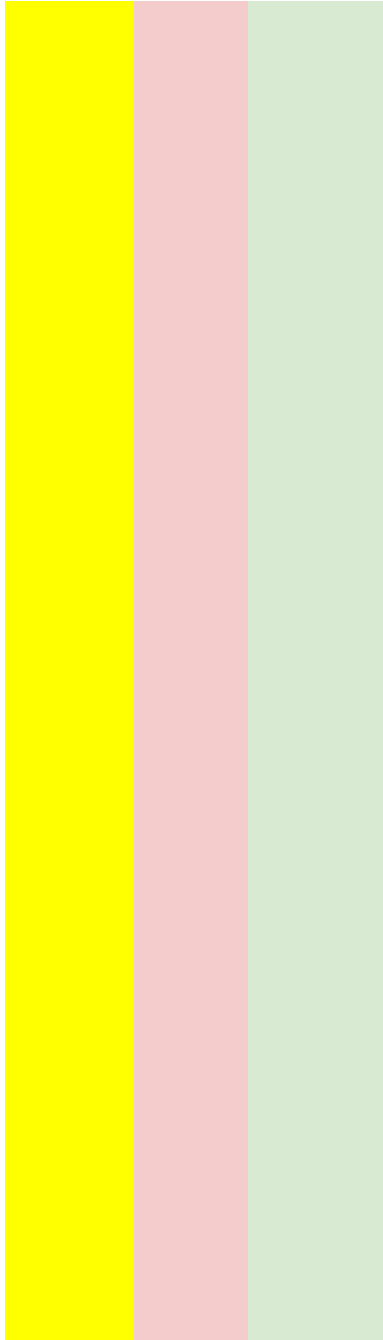
	Kington	Budget	Actual	Audited Actual	Budget	Proposed Budget		
72610	OPERATION OF PLANT	2023-2024	2023-2024	2024-2025	2025-2026	2026-2027		72610
166	Custodial Personnel	1,616,866	1,472,884	1,532,011	1,642,191	1,707,878	57.5/ Never fully staffed in 24/25 4% increase for 260/12% for 207	166
188	Bonus Payments			31,710				
189	Other Salaries and Wages	25,000	689	7,632	25,000	25,000	Summer cleaning/painting	189
201	Social Security	123,692	110,861	118,924	127,540	132,565	7.65%	201
204	State Retirement	129,350	115,782	135,259	145,879	151,627	8.75%	204
206	Life Insurance	1,890	1,653	1,676	1,670	1,737		206
207	Medical Insurance	481,187	430,596	462,990	468,532	484,931	If fully staffed w/ 3.5% increase	207
208	Dental Insurance	18,700	16,849	16,849	18,620	19,268	28.17*57*12 (If fully staffed)	208
307	Communication - Phone - All Schools	85,000	82,394	85,744	94,600	113,520	Phone service, iPad Service and 6 hot spots	307
328	Janitorial Services	35,000	32,395	34,343	35,000	36,750	dust mops and rugs/mats twice a month	328
347	Pest Control	30,000	11,216	29,340	30,000	30,000	rotate schools for termite and insect control	347
359	Disposal	50,000	42,256	43,178	42,000	44,100		359
399	Other Contracted Services	125,000	110,643	98,903	137,500	145,500	Security Systems, lead water testing, Pelican, Orkin	399
410	Custodial Supplies	245,600	239,834	257,249	221,496	243,646	10% price increases, Increase in usage disinfectants and sanitizers. Cleaners , wax and stripper, trash bags, toilet paper, soap.	410
415	Electricity	1,745,065	1,436,951	1,550,449	1,510,707	1,586,242	5% VEC	415
434	Natural Gas	260,000	147,687	177,969	230,000	241,500	verify all	434
451	Uniforms	5,000	-	2,093	5,000	5,000	PPE and uniforms	451
454	Water & Sewer	246,000	243,299	275,704	276,000	289,800	verify all	454
502	Building & Contents Insurance	589,504	589,504	707,472	803,027	883,329	(actual per invoice) please verify	502
524	In-Service/Staff Development	2,000	-	1,138	2,000	2,000	Electrician classes/licensing/HVAC license, safety	524
720	Plant Operation Equipment	30,000	24,156	28,660	30,000	32,000	20% increase for replacement cost of buffers, scrubbers, vacuum cleaners, small school equipment	720
	TOTAL OPERATION OF PLANT	5,844,854	5,109,649	5,599,293	5,846,762	6,176,393		22

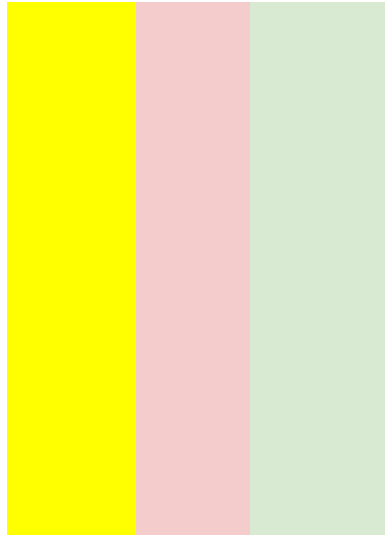
	Martin	Budget	Actual	Audited Actual	Budget	Proposed Budget		
72710	TRANSPORTATION	2023-2024	2023-2024	2024-2025	2025-2026	2026-2027		72710
105	Supervisor/Director	65,720	65,586	69,651	71,385	74,240	Supervisor	105
142	Mechanics	271,609	247,350	260,718	275,502	286,522	2 mechanics column 11 2- column 10 + 3 hours per day OT for 180 days	142
146	Bus Drivers	1,431,339	1,372,410	1,386,251	1,460,719	1,519,148	63 if fully staffed	146
162	Clerical Personnel	70,663	63,293	68,650	45,354	47,168	New Employee from Outside the system	162
188	Bonus Payments	30,000	22,200	56,220	30,000	30,000	Safety/Attendance Bonus	188
189	Other Salaries & Wages	112,525	99,217	103,381	113,410	117,946	10 currently employed bus attendents	189
201	Social Security	146,946	137,419	140,986	152,722	158,739	0.0765	201
204	State Retirement	153,669	134,556	152,834	174,682	181,565	8.75%	204
206	Life Insurance	2,525	1,438	1,492	1,527	1,527		206
207	Medical Insurance	461,712	384,767	426,621	444,715	460,280	3.5% 25-26	207
208	Dental Insurance	20,252	15,379	15,939	21,884	21,884	If fully staffed	208
338	Maint/Repairs Vehicles	10,000	9,961	10,933	10,000	10,000		338
355	Travel	1,500	-	-	-	1,500		355
399	Other Contracted Services	72,000	28,389	29,285	30,000	30,000	Extended life of buses per state law, requires twice a year inspections on buses over 15 years old, wrecker bills, TDOT Physicals,	399
418	Equipment & Machinery Parts	10,000	9,863	10,000	10,000	10,000	Hard drive cameras	418
425	Fuel	451,992	346,821	283,694	420,000	420,000	journal entries will affect, modest estimate avg. \$4/gallon, 525 gallons daily for regular routes(Rogers Petroleum)	425
433	Lubricants	16,500	16,490	19,906	22,000	22,000	10% price increase per vendor	433
435	Office Supplies	1,200	1,186	1,198	1,200	1,500		435
450	Tires & Tubes	38,500	38,430	39,925	52,000	62,400	20% price increase per vendor	450
453	Vehicle Parts	105,000	104,238	108,154	147,000	161,700	10% price increase per vendor	453
471	Software	11,000	9,923	10,150	12,000	13,000	Trip Direct Software, mapping software (8%)	471
499	Other Supplies & Materials	7,500	7,404	8,588	8,000	8,500	Fire ext., cleaning supplies, appreciation, awards, items for in-service, etc.	499
524	Staff Development/ Training	5,000	4,364	4,490	5,000	5,000	PD and CDL reimbursement	524
599	Other Charges	2,000	1,964	1,995	2,000	2,000		599
729	Transportation Equipment - Buses	795,740	700,620	1,560,315	775,780	919,210	3-78 passenger 1-90 passenger, and 1-SPED + 12% increase. The bus inventory is running extremely low, if I had a full staff of drivers, there would not be enough buses.	729
	TOTAL TRANSPORTATION	4,294,891	3,823,268	4,771,376	4,286,881	4,565,830		24











Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: <h2 style="text-align: center;">Recruitment of Employees</h2>	Descriptor Code: <h3 style="text-align: center;">5.105</h3>	Issued Date: <h3 style="text-align: center;">04/27/23</h3>
		Rescinds: <h3 style="text-align: center;">5.105</h3>	Issued: <h3 style="text-align: center;">04/27/17</h3>

1 The authorization of all school system positions rests with the board. Personnel employment shall be
 2 within the discretion of the Director of Schools.¹

3 The Director of Schools is responsible for the development of a program for the recruitment of licensed
 4 personnel.²

5 Identification of personnel needs shall be the cooperative responsibility of the Director of Schools,
 6 supervisors, and building principals.

7 All vacancies will be posted on the district’s web site, and through the system email listserv. Vacancy
 8 notices shall contain the date of posting, a description of the position, the name and location of where
 9 the vacancy exists, the certification and other requirements for the position, and the name of the person
 10 to whom the application is to be returned.

11 Such posting shall take place as soon as practical after the director of schools becomes aware of such
 12 vacancies. No vacancies will be posted until a written resignation, retirement, or job abandonment
 13 confirmation is received by Human Resources. All new positions as well as vacancies not being posted
 14 within 30 days of the vacancy confirmation shall require authorization from the Board of Education
 15 (Policy 5.106).

16 At least seven (7) calendar days shall lapse after the posting of any vacancy before the position is
 17 permanently filled, during which time applications will be received and interviews will be held. There
 18 will be no interviews held until after the position is posted.

19 All offers of employment shall be contingent upon the satisfactory results of criminal background
 20 checks, ~~pre-employment physicals~~, drug screens, and appropriate licensing as required by the State of
 21 Tennessee and Board of Education policy.

22 Cumberland County Schools is an equal opportunity employer. Opportunity for employment, as well
 23 as continuation and advancement in employment, shall be afforded equally to members of all races,
 24 creeds, colors, sex, religions, ages, national origins, individuals with disabilities, or veteran status with
 25 regard only for qualifications for the positions involved.

26 Vacancies shall be advertised locally and through the closest placement offices. A deadline for
 27 receiving applications shall be established and disseminated with the vacancy notice.

Legal References

1. TCA 49-2-301(b)(1)(EE); TCA 49-2-203(a)(1)
2. TRR/MS 0520-01-02-.14

Cross References

- Equal Opportunity Employment 5.104
 Staff Positions 5.116

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="text-align: center;">Compulsory Attendance Ages</h2>	Descriptor Code: <h3 style="text-align: center;">6.201</h3>	Issued Date: <h3 style="text-align: center;">08/24/23</h3>
		Rescinds: <h3 style="text-align: center;">6.201</h3>	Issued: <h3 style="text-align: center;">05/25/23</h3>

- 1 Children between the ages of six (6) and seventeen (17) years, shall attend a public or private school.¹
- 2 A parent/guardian who believes that their child is not ready to attend school at the designated age of
- 3 mandatory attendance may make application to the principal of the public school where the child would
- 4 attend for a one (1) semester or one year deferral in required **attendance**. Any such deferral shall be
- 5 reported to the Director of Schools by the principal.² Under certain circumstances, the Board may
- 6 temporarily excuse students from complying with the provisions of the compulsory attendance law.³

- 7 Any child residing within the state who is or will be five (5) years of age on or before August 15 and
- 8 applies for enrollment shall be enrolled in the school designated by the Board.⁴

- 9 If a child will be five (5) years of age on or before September 30, such child's parent(s)/legal guardian(s)
- 10 may request that the child be admitted into kindergarten⁵. Upon a request, the Director of
- 11 Schools/designee shall administer an evaluation and examination. If the results indicate that the child is
- 12 sufficiently mature emotionally and academically, then the child may be enrolled into kindergarten. The
- 13 Director of Schools shall develop procedures and forms to implement the provisions of this policy.

- 14 No child shall be eligible to enter first grade without having attended an approved kindergarten program.⁶

- 15 A child entering a special education program shall be no less than three (3) years of age.⁷

Legal References

1. TCA 49-6-3001(c)(1)
2. TCA 49-6-3001(c)(5)
3. TCA 49-6-3005; TCA 49-6-3001
4. TCA 49-6-201(b)(3); TCA 49-6-3001(b)(1)
5. TCA 49-6-3001(b)(2)(B)
6. TCA 49-6-201(d)
7. 20 USCA § 1401 (a)(1) (B)

Cross References

- Special Education Program 4.202
- Adult Education Program 4.208
- Home Schools 6.202
- Special Education Students 6.500

Cumberland County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Voluntary Pre-K Attendance	Descriptor Code: 6.2011	Issued Date: 04/27/23
		Rescinds: 6.2011	Issued: 01/25/18

1 The Board may establish an early childhood education program to address the educational needs of
2 eligible four-year old children. The program will provide educational services in accordance with state
3 law and the policies, rules, and regulations of the State Board of Education and the Department of
4 Education.¹

5 While enrollment in an approved pre-kindergarten program is voluntary², attendance is a key factor in
6 student achievement; therefore, students are expected to be present each day school is in session.

7 **EXCUSED ABSENCES**

8 Absences shall be classified as either excused or unexcused as determined by the site-level
9 administrator. Excused absences shall include, but not be limited to:

- 10 1. The child has a personal illness or injury;
- 11
- 12 2. The child has other ongoing health related ailments which temporarily prevent attendance;
- 13
- 14 3. The child contracts a communicable disease (virus or flu);
- 15
- 16 4. Religious observances;
- 17
- 18 5. Death in the family; and
- 19
- 20 6. Limited medical/dental/therapy appointments.

21 **UNEXCUSED ABSENCES**

22 Students who have four (4) or more unexcused absences within one (1) month shall be reported to the
23 site-level administrator who will, in turn, contact the parent(s)/guardian(s) of the student and determine
24 the child's participation status in the program. The site-level administrator shall document all
25 communication attempts to contact the parent(s)/guardian(s) and the outcomes of those attempts.

26 Students who have five (5) or more unexcused absences in a three (3) month period shall be reported to
27 the site-level administrator who will, in turn, contact the parent(s)/guardian(s) of the student and
28 develop an attendance plan with the help of the parent(s)/guardian(s) and other appropriate school
29 personnel. The attendance plan shall:

- 30 1. Identify the reasons for the absences;

- 1 2. Include a specific plan and date for establishing regular attendance or alternative services that
2 meet the student’s educational goals; and
3
4 3. Include the documentation of services and student outcomes to determine the effectiveness of
5 the attendance plan.

6 **DISMISSAL**

7 Students who are absent five (5) days or more within one (1) month or ten (10) days in one (1) year
8 without adequate excuse may be terminated from the program. The site-level administrator shall
9 submit dismissal documentation to the Department of Education’s Voluntary Pre-K Director for
10 approval.

11 The district shall not dismiss a student without first implementing an attendance plan, unless there are
12 special circumstances approved by the state VPK director.

13 Once dismissal is approved, a waiting list applicant who meets eligibility determinations may fill the
14 vacant position.

15 The student may re-enter the program after a 30-day waiting period and a parent conference if there are
16 any available vacancies.

17 **DISTRICT VOLUNTARY PRE-K CONTACT**

18 Name: [Dr. Stephanie Speich](#)
19 Title: Pre-K – 8 Supervisor
20 Phone: 931-484-6135, [email sspeich@ccschools.k12tn.net](mailto:sspeich@ccschools.k12tn.net)

Legal References

1. TCA 49-6-101 et seq.; TRR/MS 0520-12-01
2. TCA 49-6-103(a)

Cross References

Attendance 6.200

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Release During School Hours	Descriptor Code: 6.208	Issued Date: 05/25/23
		Rescinds: 6.208	Issued: 05/26/11

1 The following procedure will be observed with regard to dismissal of students during school hours:

- 2 1. No student will leave school prior to regular dismissal hours, except with the approval of the
3 principal or his/her designee, and parent. Elementary students will be permitted to leave school
4 prior to regular dismissal time only in the company of a parent, legal guardian, school employee,
5 police officer, court officer, or a person designated in writing by the parent(s).
6
- 7 2. No student will be sent from the school during school hours to perform an errand or act as a
8 messenger.
9
- 10 3. When dental and medical appointments cannot be scheduled outside school hours, parent(s) must
11 ~~send a written request for dismissal~~ or call for the student in person.
12
- 13 4. Children will be released during school hours only upon the request of a parent whom the court
14 holds directly responsible for the child, or who is a parent or guardian registered on the school
15 record.
16
- 17 5. No principal or teacher shall permit a change in the physical custody of a child at school unless:
18
 - 19 (a) The person seeking custody of the child presents the school official with a certified copy of
20 a valid court order from a Tennessee court designating the person who has custody of the
21 child; and
 - 22 (b) The person seeking custody gives the school official reasonable advance notice of his/her
23 intent to take custody of the child at school.²
24
- 25 6. High school students may be released for jobs and approved training at centers outside their home
26 schools under regulations approved by the Board.¹
27

28 The principal shall report to the Director of Schools the number of such exempted students by grade
29 during the first month of each semester.

Legal References:

1. TRR/MS 0520-01-03-.03(9); State Board of Education Policy 2.103(IV)
2. TCA 36-6-105

Cumberland County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 04/27/23
		Rescinds: 6.3041	Issued: 07/23/20

1 **General**

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ This policy shall cover employees, employees'
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with
6 federal law. This policy shall be disseminated annually to all school staff, students, and
7 parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the
8 grievance process shall not have a conflict of interest against any party of the complaint.³ These
9 individuals shall receive training as to how to promptly and equitably resolve student and employee
10 complaints.³

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

12 **TITLE IX COORDINATOR⁵**

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

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

17 **Federal Programs Supervisor and 9-12 Supervisor**

18 **368 Fourth Street, Crossville, TN 38555**

19 **931-484-6135**

20 whittenbarj@ccschools.k12tn.net and ksmith3@ccschools.k12tn.net

21 **DEFINITIONS⁴**

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute
25 sexual harassment.

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

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

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

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

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

25 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered
26 to the complainant and the respondent, as appropriate. These measures may include, but are not limited
27 to, the following:

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

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

38 GRIEVANCE PROCESS

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

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

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

14 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance
15 process has been completed. Unless there is an immediate threat to the physical health or safety of any
16 student arising from the allegation of sexual harassment that justifies removal, the respondent's
17 placement shall not be changed.¹¹ If the respondent is an employee, he/she may be placed on
18 administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall
19 keep the Director of Schools informed of any employee respondents so that he/she can make any
20 necessary reports to the State Board of Education in compliance with state law.¹³

21 **Complaints**

22 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
23 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires
24 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint
25 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

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

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

- 29 1. Provide written notice of the allegations, and the grievance process to all known parties to give
30 the respondent time to prepare a response before an initial interview;
- 31
- 32 2. Inform the parties of the prohibition against making false statement or knowingly submitting
33 false information;
- 34
- 35 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 36
- 37 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
2 shall be provided to both parties simultaneously.¹⁵

3 **Investigations**¹⁶

4 The Federal Programs Supervisor and 9-12 Supervisor shall serve as the
5 investigator and be responsible for investigating complaints in an equitable manner that involves an
6 objective evaluation of all relevant evidence. The burden for obtaining evidence sufficient to reach a
7 determination regarding responsibility rests on the school district and not the complainant or respondent.

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

12 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
13 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall
14 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
15 investigation has not been completed.

16 All investigations shall:

- 17 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 18
- 19 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
20 and present relevant evidence;
- 21
- 22 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
23 seek disclosure of information protected under a legally recognized privilege unless such
24 privilege has been waived;¹⁷
- 25
- 26 4. Provide the parties with the same opportunities to have others present during any grievance
27 proceeding;
- 28
- 29 5. Provide to parties whose participation is requested written notice of the date, time, location,
30 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
31 for the party to prepare to participate;
- 32
- 33 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
34 the allegations in the formal complaint; and
- 35
- 36 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
37
- 38 a. Prior to the completion of the investigative report, the investigator shall send to each
39 party the evidence subject to inspection and review. All parties shall have at least ten
40 (10) calendar days to submit a written response which shall be taken into consideration
41 in creating the final report.

1 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
2 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
3 process. At the close of the investigation, a written final report on the investigation will be delivered to
4 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
5 Director of Schools.

6 **Determination of Responsibility**¹⁹

7 The respondent is presumed not responsible for the alleged conduct until a determination regarding
8 responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of the evidence
9 standard shall be used in making this determination.²¹

10 Director of Schools shall act as the decision-maker. He/she shall receive the final report of the
11 investigation and allow each party the opportunity to submit written questions that he/she wants asked
12 of any party or witness prior to the determining responsibility.

13 The decision-maker shall make a determination regarding responsibility and provide the written
14 determination to the parties simultaneously along with information about how to file an appeal.

15 A substantiated charge against a student may result in corrective or disciplinary action up to and
16 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
17 and including termination.

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

21 **APPEALS**²²

22 Either party may appeal from a determination of responsibility based on a procedural irregularity that
23 affected the outcome, new evidence that was not reasonably available at the time of the determination
24 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or
25 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX
26 Coordinator within ten (10) calendar days of a determination of responsibility.

27 Upon receipt of an appeal, the Title IX Coordinator shall:

- 28 1. Assign an impartial hearing officer within five (5) calendar days of receipt of the appeal; and
 - 29 2. Notify the parties in writing.
- 30

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

1 RETALIATION²³

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

Legal References

1. 34 CFR § 106.1
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302
7. 34 USCA 12291(a)(10)
8. 34 USCA 12291(a)(8); TCA 40-14-109
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. 20 USCA § 1232g
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

Cross References

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

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Suspension/Remand	Descriptor Code: 6.316	Issued Date: 07/25/24
		Rescinds: 6.316	Issued: 05/25/23

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

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

- 5 1. Willful and persistent violation of the rules of the school;
- 6
- 7 2. Immoral or disreputable conduct, including vulgar or profane language;
- 8
- 9 3. Violence or threatened violence against the person of any personnel attending or assigned to
- 10 any school;
- 11
- 12 4. Willful or malicious damage to real or personal property of the school, or the property of any
- 13 person attending or assigned to the school;
- 14
- 15 5. Inciting, advising or counseling of others to engage in any of the actions that would justify
- 16 suspension;
- 17 6. Marking, defacing or destroying property;
- 18
- 19 7. Possession of a pistol, gun or firearm on school property;²
- 20
- 21 8. Possession of a knife, or other weapons, as defined in state law, on school property;³
- 22
- 23 9. Assaulting a principal, teacher, school bus driver or other school personnel with vulgar obscene
- 24 or threatening language;
- 25
- 26 10. Unlawful use or possession of barbitol or legend drugs, as defined in state law.⁴
- 27
- 28 11. Engaging in behavior, which disrupts a class or school-sponsored activity;
- 29
- 30 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly
- 31 explosive or destructive device including chemical weapons on school property or at a school
- 32 sponsored event; or an invalid threat of mass violence;⁵
- 33
- 34 13. One (1) or more students initiating a physical attack on an individual student on school
- 35 property or at a school activity, including travel to and from school;
- 36
- 37 14. Assault against a school employee as defined in state law;⁶

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

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

4
5 17. Any other conduct prejudicial to good order or discipline in any school.

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

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

12 When a student is suspended, the principal shall notify the parents/guardians and the Director of
13 Schools/designee of the following:

14 1. Student's suspension

15 2. Cause for the suspension; and

16 3. Any conditions for readmission which may include a meeting of the parents/guardians, student
17 and the principal.

18 If a student is suspended during the last ten (10) days of any term or semester, he/she shall be
19 permitted to take such final examination or submit such required work as necessary to complete the
20 course of instruction for that semester, subject to conditions prescribed by the principal.⁸

21 **IN-SCHOOL SUSPENSION:**⁹

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

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

28 **SUSPENSIONS LONGER THAN FIVE DAYS**¹⁰

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

31 **SUSPENSIONS LONGER THAN TEN DAYS**¹¹

32 If the principal suspends a student for longer than ten (10) days, he/she shall immediately give written
33 notice to the parents/guardians and the student of the right to appeal the decision. All appeals shall be
34 filed within ~~five (5)~~ 10 (ten) days of receipt of notice. These appeals may be filed by the
35 parents/guardians, the student, or any person holding a teaching license who is employed by the school
36 district if requested by the student.

1 The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If
2 a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

3 **SCHOOL-SPONSORED EVENTS⁶**

4 If a student assaults an employee, he/she shall be suspended from school-sponsored events for one (1)
5 calendar year unless modified by the Director of Schools. A school-sponsored event is an activity that
6 is not directly related to a student's grade in a course of instruction.

Legal References

1. [TCA 49-2-203\(a\)\(7\)](#); [TCA 49-6-3401\(a\)](#)
2. [TCA 39-17-1309\(b\)](#)
3. [TCA 39-17-1309](#)
4. [TCA 53-10-101](#); [TCA 39-17-454](#)
5. [Public Acts of 2024, Chapter No. 882](#)
6. [Public Acts of 2024, Chapter No. 915](#); [TCA 39-13-101](#)
7. [TCA 49-6-3401\(i\)](#)
8. [TCA 49-6-3401\(d\)](#)
9. [TCA 49-6-3401\(b\)](#)
10. [TCA 49-6-3401\(c\)\(3\)](#)
11. [TCA 49-6-3401\(a\)-\(c\)](#); [Goss v. Lopez, 419 U.S. 565 \(1975\)](#); [20 USCA § 1415](#)

Cross References

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

Cumberland County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Student Disciplinary Hearing Authority	Descriptor Code: 6.317	Issued Date: 08/24/23
		Rescinds: 6.317	Issued: 12/03/20

1 A Disciplinary Hearing Authority (DHA)¹ shall conduct hearings of appeals for students who have
2 been suspended for more than ten (10) school days. The Board shall appoint a DHA which shall
3 consist of ~~9~~ members comprised of Central Service personnel, one of which must be a licensed
4 employee of the Board. The Director of Schools shall recommend members of the DHA to the Board
5 for approval annually. All appointments are for one (1) year terms and subject to reappointment. Board
6 members shall not serve on the DHA¹. Each hearing shall be conducted by a maximum of three (3)
7 members of the DHA.
8

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

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

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

19 The DHA may take the following disciplinary actions:³

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

26 Within ~~five (5)~~ **10 (ten)** days of the DHA rendering a decision, the student, principal, principal/teacher,
27 or assistant principal may appeal the decision of the DHA to the Director of Schools. The Director of
28 Schools shall review the record and notify the individuals of his/her decision. Absent a timely appeal,
29 the decision of the DHA shall be final.

30 The student, principal, principal/teacher, or assistant principal may then request a review by the Board
31 and the Board shall review the record.

32 Following the review, the Board may take the following actions:

1 *Grant Request for Hearing*⁴

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

6 The Board may affirm, overturn, or modify the decision of the DHA, including the imposition of a
7 more severe penalty.

8 *Deny Request for Hearing*⁴

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

12 * Note: Zero-tolerance offenses set forth in statute (~~firearms, drug possession and battery upon a~~
13 ~~school employee~~) require mandatory calendar year expulsion unless modified by the Director of
14 Schools.
15

Legal References

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

Cross References

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