

**Board of Education Regular Meeting**  
September 27, 2022 5:00 PM  
Central Office

- I. Call to Order**
- II. Pledge of Allegiance to the Flag**
- III. Roll Call**
- IV. Approval of Agenda**
- V. Special Items**
  - 1. Individuals to Address the Board
  - 2. Student Celebrations
  - 3. Staff Celebrations
  - 4. Board of Distinction Presentation
  - 5. School Board Reports
- VI. Consent Agenda**
  - 1. Approval of Minutes
  - 2. Depositories
  - 3. Textbook Selection Committee
  - 4. TNRMT Agreement
  - 5. ESSER 3.0
  - 6. Booster Supplement
  - 7. Surplus
- VII. Unfinished Business**
  - 1. Building and Grounds
    - a. Building and Grounds Report
    - b. Farrar Construction Manager
    - c. THS Interior Door Locks
  - 2. Policy Updates
  - 3. 22-Passenger Bus Modification
- VIII. New Business**
  - 1. Board Election of Officers
  - 2. Appointment of Attorneys
  - 3. Retention Resolution
  - 4. SPED EA Position
  - 5. Health Insurance Premium Cap
  - 6. School Bus Purchase
- IX. District Report**
  - 1. Superintendent's Report
  - 2. Board Chairman's Report
  - 3. City Board Liaison Report
  - 4. Personnel
  - 5. Monthly Financial Report
- X. Adjournment**

**TULLAHOMA CITY SCHOOLS**  
**Board of Education Regular Meeting**  
**August 16, 2022 5:00 PM**  
**Central Office**

Present Board Members:

Mrs. Amy Dodson  
Mrs. Amy Johnson  
Mrs. Teresa Lawson  
Mrs. Kim Uselton  
Mr. Pat Welsh  
Mr. Andy Whitt

Absent Board Members:

Dr. Sid Hill

**Approval of Agenda**

**Motion Passed:** To approve agenda as presented.

**Passed** with a motion by Mrs. Amy Johnson and a second by Mr. Andy Whitt.

**6 Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**Special Items**

**Individuals to Address the Board**

There were no individuals wishing to address the board.

**Naming of Areas**

Administration recommended the naming of two areas at Tullahoma High School. The first area was the press box area at Wilkins Stadium to be named after Terry Pockrus. Athletic Director John Olive shared information with the board on the decades of volunteer work done by Mr. Pockrus to include 47 years of working in the press box for every level of Tullahoma football programming.

The second area recommended by administration was the picnic area between the football practice field and the woods at Tullahoma High School. Athletic Director John Olive recommended that the area be named after long-time volunteers James “Sleepy”

McKenzie, Binns Jordan, Gary Hall, and Steve “Cousey” Moore, with more names to be added in the future.

**Motion Passed:** To accept the naming of athletic areas as presented.

**Passed** with a motion by Mr. Pat Welsh and a second by Mrs. Amy Dodson.

**6 Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

### **Consent Agenda**

**Motion Passed:** To approve the consent agenda as presented.

**Passed** with a motion by Mr. Andy Whitt and a second by Mrs. Amy Johnson.

**6 Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

### **Approval of Minutes**

Minutes from the regular Board of Education meeting held on June 21, 2022, were presented for approval.

### **Surplus**

Robert E. Lee Elementary presented a list of items to be declared as surplus.

## **Unfinished Business**

### **Building and Grounds**

#### **Building and Grounds Report**

Teresa Lawson presented a report from the Building and Grounds committee.

#### **THS Rubberized Stair Tread Replacement**

Director of Business Jason Ray presented information on the replacement of stair tread in three areas at Tullahoma High School that has sustained years of heavy use.

Mills Floor Covering presented the following bid:

Stairwell to Band area - \$14,265.00

Stairwell to ROTC area - \$4,732.00

North (former 101) stairwell - \$8,987.00

Total for all three areas: \$27,984.00

Jason Ray shared that the Building and Grounds Committee has discussed and recommended proceeding with this project.

**Motion Passed:** To accept the bid from Mills Floor Covering in the total amount of \$27,984.00 for the replacement of the rubberized stair treads at THS.

**Passed** with a motion by Mr. Pat Welsh and a second by Mrs. Teresa Lawson.

#### **6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**West Middle Parking Lot Resealing**

Director of Business Jason Ray shared that SealRite has determined that West Middle School is the next property in need of resealing. This work will complete the cycle of resealing as assessed by SealRite. Administration recommended accepting the bid from SealRite in the amount of \$34,085.65 for this project.

**Motion Passed:** To accept the bid from SealRite in the amount of \$34,085.65 for the parking lot resealing at West Middle School.

**Passed** with a motion by Mrs. Amy Johnson and a second by Mr. Andy Whitt.

**6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**FY 22 Budget Adjustments**

Director of Business Jason Ray presented the amended FY 22 budget that reflected actual revenue and expenditures.

**Motion Passed:** To accept the amended FY 22 budget as presented.

**Passed** with a motion by Mrs. Amy Dodson and a second by Mrs. Teresa Lawson.

**6 Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**FY 23 Budget Amendments**

Director of Business Jason Ray provided the board an amended FY 23 budget to reflect a change in the final BEP calculation.

**Motion Passed:** To accept the FY23 General Purpose budget with revision as presented.

**Passed** with a motion by Mr. Pat Welsh and a second by Mrs. Amy Johnson.

**6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**Differentiated Pay Plan**

Director of Business Jason Ray shared that since the board approved the differentiated pay plan at the June 21, 2022 meeting, one additional position had been identified as meeting the criteria for the State's Differentiated Pay. Administration recommended the addition of the position of CTE Director in the Instructional Role category.

**Motion Passed:** To accept updates to the differentiated pay plan as presented.

**Passed** with a motion by Mrs. Teresa Lawson and a second by Mrs. Amy Johnson.

**6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**Policy Updates**

The policy committee recommended several policies for approval on a first and final reading as a result of recent legislative changes.

**Motion Passed:** To accept updates to policies 1.102, 4.205, 4.212, 4.403, 6.312, and 6.409 on a first and final reading.

**Passed** with a motion by Mrs. Teresa Lawson and a second by Mr. Andy Whitt.

**6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**New Business****Clyde Smith Jr. Leadership Award**

Teresa Lawson nominated retired teacher Rema Bell with the 2023 Clyde Smith Jr. Leadership Award.

**Motion Passed:** To accept Rema Bell as the 2023 Clyde Smith Jr. Leadership Award recipient.

**Passed** with a motion by Mrs. Amy Johnson and a second by Mrs. Amy Dodson.

**6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

## **District Report**

### **Superintendent's Report**

Dr. Stephens shared an update to the board.

### **Board Chairman's Report**

Chairman Uselton provided a report.

### **City Board Liaison Report**

Alderman Blackwell shared a report from the city.

Pat Welsh expressed his thanks to Alderman Blackwell for her service to the City of Tullahoma and for the extraordinary partner she has been to the school district while serving as board liaison.

### **Personnel**

Personnel changes from July/August 2022 were presented in an attachment.

### **Monthly Financial Report**

The monthly financial report for July 2022 was presented in an attachment.

## **Adjournment**

There being no further business, the meeting was adjourned at 5:38 p.m.

**Motion Passed:** To adjourn the meeting at 5:38 p.m.

**Passed** with a motion by Mrs. Amy Johnson and a second by Mrs. Teresa Lawson.

**6 -Yeas - 0 Nays.**

Mrs. Amy Dodson	Yea
Dr. Sid Hill	Absent
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea
Mr. Andy Whitt	Yea

**Minutes approved September 27, 2022**

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**Kim Uselton, Board Chairman**

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**Dr. Catherine Stephens, Director of Schools**

# Tennessee Risk Management Trust

## INTERGOVERNMENTAL COOPERATIVE AGREEMENT

**Effective Date: July 1, 2015**

This Intergovernmental Cooperative Agreement (the "Agreement") is made by and among the Boards of Education and Boards and Commissions of the public entities hereinafter identified by written acceptance, each of which may be referred to hereinafter as a "Member" and which, collectively, may be referred to hereinafter as the "Members".

WHEREAS, Tennessee law identified as the Interlocal Cooperation Act (Tenn. Code Ann. §§ 12-9-101, *et seq.*) and the Tennessee Governmental Tort Liability Act (Tenn. Code Ann. §§ 29-20-101, *et seq.*), with special emphasis on section 401, provide that public entities may contract with one another to perform any activity authorized by law.

NOW, THEREFORE, each Member mutually agrees as follows:

### ARTICLE I

#### Establishment and Purpose of Intergovernmental Entity

- 1.1 Pursuant to the provisions of the Tennessee Interlocal Cooperation Act and the Tennessee Governmental Tort Liability Act, and the policies from time to time promulgated by the Board of Trustees, the Members hereby affirm the establishment of the Tennessee Risk Management Trust ("TNRMT" or the "Trust").
- 1.2 The purpose of the Trust is to provide self-insurance and risk management products of various kinds, including but not limited to casualty and property indemnification and to administer some or all insurance coverage and self-insurance protections. Nothing herein shall, nor shall participation in this Trust, constitute a waiver of immunities or defenses provided under the Tennessee Governmental Tort Liability Act or otherwise. The Trust shall also carry out such claim, accident, premium alteration and educational programs, as may be authorized by its Board.
- 1.3 The Members also intend, by the creation of the Trust, to allow Members to equalize annual fluctuations in insurance costs by establishing a program through the Trust whereby reserves may be created and temporary deficits of individual Members covered and, ultimately, to equalize the risks and stabilize the costs of providing casualty and property protections of the type contemplated hereunder.

### ARTICLE II

#### Terms and Conditions

- 2.1 The Tennessee Risk Management Trust, pursuant to the authority granted in the Tennessee Interlocal Governmental Cooperation Act and policies from time to time promulgated by its governing board (the "Board" or the "Board of Trustees"), shall hold all assets, obligations and debt of the respective Members from the onset (7-1-1987) of the obligations governed by this Agreement.

### ARTICLE III

#### Section 115 Classification

- 3.1 The TNRMT is entitled to characterization of excludable income pursuant to Section 115 of the Internal Revenue Code. The Trust will derive its income from the performance of essential governmental functions exclusively for political subdivisions of the State of Tennessee.

## **ARTICLE IV**

### **Definitions used in this Agreement**

- 4.1 Administrator – the manager of the trust's operations with responsibility as further defined in section 9.2 Trust Officers and TNRMT policies.
- 4.2 Account - An account of monies established by the Members and held by the Trust to pay the joint administrative expenses of and fund certain coverages provided to the Members and to purchase aggregate excess, specific excess, or any other insurance as determined by the Board of Trustees. The funds within the Account may also be used to pay premiums or claims for the Members.
- 4.3 Account Funds - Funds within the Account.
- 4.4 Annual Contribution - The amount of money determined to be due annually to fund the account, pay claims and to pay expenses.
- 4.5 Coverage - Those provisions and coverages that are approved and adopted by and for each Member and incorporated herein by reference. Each Member may, from time to time adopt one or more new or substituted coverage administered under this Agreement.
- 4.6 Effective Date - The Member's entry date or July 1 of each year.
- 4.7 Fiscal Year - The twelve-month period commencing on July 1, lasting through June 30 of the year following.
- 4.8 Board - The Board of Trustees of the Tennessee Risk Management Trust.
- 4.9 Chairman - The Chairman of the Board of Trustees of the Tennessee Risk Management Trust.

## **ARTICLE V**

### **Authority and Duties of the Trust**

- 5.1 The Trust shall have the authority and duty to accomplish the purpose set forth in Article I above and, in furtherance of such authority and duty shall:
- (a) Contract for the services of agents, independent contractors, investment counsel, accountants, insurance consultant-claims administrators, attorneys, auditors and such other persons as may be necessary to administer and accomplish the purposes of the Trust; provided, however, that the Trust shall not have the authority to enter into any collective bargaining agreement;
  - (b) Carry out educational and other programs relating to accident and casualty claims reductions;
  - (c) Direct the collection and payment of funds to be used for the administration of the Trust and the provision of coverages hereunder;
  - (d) Cause to be purchased, aggregate excess, specific excess and other types of insurance as recommended by the Administrator;
  - (e) Prepare annual reports of claims filed and paid by the Trust;
  - (f) Obtain annually, an audited report of the financial affairs of the Trust in a form acceptable under State law and regulation;
  - (g) Receive and hold all payments and contributions paid to it;
  - (h) Have authority and discretion to invest and reinvest all or any part of the funds received under this Agreement, subject to the Investment Policy adopted by the Board of Trustees and applicable law;
  - (i) Own, manage, purchase, sell, contract to purchase or sell, transfer and otherwise deal with all property constituting the Account or Account Funds, in such a manner, for such considerations, and on such terms and conditions as the Trust shall decide;
  - (j) Retain in cash any reasonable portion of the Account Funds pending investment, reinvestment or payment of benefits and deposit such cash in any depository selected by it;

- (k) Begin, maintain, or defend any litigation necessary in connection with the investment, reinvestment and administration of the Account or Account Funds;
- (l) Have all rights of an individual owner of property;
- (m) Hold securities or other property in the name of the Trust or its nominee or nominees, or in such other form as it determines best, with or without disclosing the fiduciary relationship, provided the records of the Trust shall indicate the actual ownership of such securities or other property;
- (n) Retain any funds or property subject to any dispute without liability for the payment or delivery thereof until final adjudication is made by a court of competent jurisdiction;
- (o) Pay any estate, inheritance, income or other tax, charge or assessment attributable to any benefit which, in the Board of Trustees' opinion, it shall or may be required to pay out of such benefit; and to require before making any payment such release or other document from any taxing authority and such indemnity from the intended payee as the Trust shall deem necessary for its protection;
  - (1) Furnish the Members with such information in the Trust's possession as the Members may need for related purposes;
  - (2) Perform any and all acts in its judgment necessary or appropriate for the proper and advantageous management, investment and distribution of the Account or Account Funds;
  - (3) Deposit securities with a corporate depository;
  - (4) Maintain a separate and distinct record of the securities owned by the said Trust and to maintain integrity of various program funds as determined by the Board;
- (p) Carry out such other activities as are necessarily implied or required to carry out the purpose of the Trust specified in Article I, or the specific activities enumerated in Article III of this Agreement.

## **ARTICLE VI**

### **Term of Agreement**

6.1 The term of this Agreement shall commence on July 1, 2015. This Agreement shall replace all previous Intergovernmental Agreements for the Tennessee School Boards Risk Management Trust, Tennessee School Boards Liability Trust and the Tennessee School Boards Workers Compensation Trust and all other agreements in conflict herewith, provided that the provisions of the prior agreements shall govern the relationship between the Trust and any entity that was a Member of the Trust, but is not a Member as of July 1, 2015.

## **ARTICLE VII**

### **Board of Trustees**

7.1 The Trust shall be managed by a Board of Trustees. The Board of Trustees shall consist of individuals identified as follows:

- (a) There shall be nine (9) Trustees. The Trustees shall be elected by the Membership in a manner as prescribed in the policies of the Trust. The term of each Trustee shall be three years.
- (b) Resignation of a Trustee. Any Trustee may resign upon giving notification in writing to the Trust Chairman or the Trust Administrator in accordance with the applicable Trust policy.
- (c) Removal of a Trustee. A Trustee shall be removed by the Board of Trustees according to the policies of the Trust.
- (d) Appointment of Successor Trustees. Upon the death of a Trustee, resignation of a Trustee, or removal of a Trustee, a person shall be appointed to fill the vacant position.
- (e) Amendment of Agreement. The provisions of this Agreement may be amended by the Board of Trustees at any time and from time to time; provided that any amendment shall not be effective until July 1 following the adoption of the Amendment.

7.2 The Board shall carry out the purposes and duties of the Trust, as set forth in Articles I and III of this Agreement, through its Administrator or other agents and employees, including, but not limited to, the following:

- (a) Making changes in policy for the Trust;
- (b) Selecting agents and independent contractors to act for the Trust;
- (c) Determining the compensation for all such agents, and independent contractors;
- (d) Procuring fidelity bonds for employees or other persons, as required by this Agreement or by law;

- (e) Preparing the annual budget of the Trust and any amendments to that budget;
- (f) Approving education and other programs relating to claim reduction;
- (g) Obtain or preparing and submitting to the Members the financial reports and reports of claims;
- (h) Approving new Members;
- (i) Expelling Members in accordance with the provisions herein;
- (j) Such other activities as are necessarily implied or required to carry out the purposes of the Trust.

7.3 No Trustee shall receive any salary for services from the Trust but each Trustee shall receive a stipend for attendance at any regular or called meeting of the Board of Trustees, the amount of which shall be determined by the Board. In addition, any Trustee or other officer of the Trust may submit to the Trust for approval, and be reimbursed for, expenses incurred in the pursuit of his or her position. Reimbursement for such expenses shall be in accordance with procedures and policies established by the Board of Trustees consistent with the terms of this Agreement.

## **ARTICLE VIII Meetings of the Board of Trustees**

- 8.1 Quarterly meetings of the Board of Trustees shall be held; however, the Board of Trustees may choose to forego certain meetings if no business matters are pending at that time. Any item of business may be considered at a regular meeting.
- 8.2 A meeting may be called at any time by the Chairman or a majority of the Trustees upon giving ten (10) days written notice to all Trustees. An emergency meeting may be called upon agreement of all Trustees or with no less than three (3) days written notice provided that all Trustees have been notified of such a meeting. An agenda specifying the subject of any special meeting shall accompany such notice and only business included on that agenda may be transacted. -
- 8.3 The time, date and location of regular meetings of the Board shall be determined by the Board.
- 8.4 No proxy votes shall be permitted.
- 8.5 A quorum shall consist of a majority of the Trustees. Except as provided in this Agreement, a simple majority of Trustees present and voting at a duly constituted meeting shall be sufficient to pass upon all matters.
- 8.6 The Trustees shall adopt policies which shall govern and control the operation and administration of the Trust which shall not be in conflict with any terms and provisions of this Agreement.
- 8.7 Minutes of all regular and special meetings of the Board shall be sent to all Trustees.
- 8.8 All meetings of the Board shall be conducted in the manner required by law. In the event of any conflict between any provision of this Agreement and any provision of any applicable law, this Agreement shall be deemed modified to the extent necessary to comply with such law. In addition to any notices of meetings required to be served under this Agreement, the Administrator shall cause to be published any schedule or notice of meeting of the Board required by law in the Trust newsletter and/or website.

## **ARTICLE IX Trust Officers**

- 9.1 Officers of the Trust shall consist of a Chairman, a Vice-Chairman, the Administrator and such other officers as are established from time to time by the Board. All officers shall be elected by the Board, except the Administrator, who shall be employed by and serve at the pleasure of the Board.
- 9.2 The Administrator shall be the chief executive officer of the Trust, shall supervise and control the day-to-day operations of the Trust and shall carry out the purpose of the Trust as directed by the Board.

**ARTICLE X  
MEMBER CONTRIBUTIONS**

10.1 Payments into the Account will be developed and administered in the following manner:

- (a) The Trustees will determine the amount of total payments from all of the Members necessary to fund current and anticipated costs of the Trust based on recommendations from the administrator, Trust actuaries and underwriters. The factors to be considered in determining each Member's annual payment shall include but not be limited to, all areas of relative claim exposure and claim or loss experience of the Member.

10.2 It is agreed that if the assets in the Account are at any time insufficient, in the opinion of the Trustees, to enable it to discharge its obligations, then the Trust shall have the right and responsibility to assess all Members which have participated in the Trust during any part of the period of insufficiency such total amount as is, in the opinion of the Board of Trustees, required to end the insufficiency and each Member shall have the duty to pay its proportionate amount of the total. Such proportionate share will be determined based on the individual Member's size, relative to the size of the entire group for the year/s where such insufficiency exists.

**ARTICLE XI  
Plan of Coverages**

11.1 It is the intent of the Trust to provide indemnity for covered losses. Such indemnity shall be subject to the terms of the Coverage Document, various excess or reinsurance agreements and additional administrative policy as established by the Board of Trustees for each coverage period beginning on July 1 and ending on June 30 of each coverage year.

**ARTICLE XII  
Excess Insurance**

12.1 The Trust may cause to be purchased, excess insurance or reinsurance from a company permitted to do business in the State by the Tennessee Department of Commerce and Insurance.

12.2 Membership in the Trust shall not preclude any Member from purchasing any insurance coverage above those amounts determined by the Board of Trustees.

**ARTICLE XIII  
Obligations of Participating Members**

13.1 The obligations of each Member shall be as follows:

- (a) To pay promptly all payments to the account at such times and in such amounts as are established within the scope of this Agreement;
- (b) To cooperate fully with the Administrator, Program Manager, claims administrator, the Trust's attorneys and auditors, and any agent, employee, officer, or independent contractor of the Trust in any matter relating to the purpose and powers of the Trust.
- (c) To furnish the Administrator any information reasonably required to carry out the purposes of the Trust as required by the Trust's Policies.

**ARTICLE XIV**

## **Liability of Trustees and Officers**

- 14.1 The Trustees and the officers of the Trust, including the Administrator, shall use ordinary care and reasonable diligence in the exercise of their authority and in the performance of their duties. They shall not be liable for any mistake of judgment or other action made, taken, or omitted by them in good faith, nor for any action made, taken, or omitted by any agent, employee, or independent contractor selected with reasonable care, nor for loss incurred through investment of the Trust's funds or failure to invest. No Trustee or officer shall be liable for any action taken or omitted by any other Trustee or officer. The Account shall be used to defend, indemnify and hold harmless any Trustee or officer of the Trust for actions taken by the Board or performed by the Trustee or officer within the scope of this authority.
- 14.2 The Trust shall defend, indemnify and hold harmless to the full extent permitted by law any person who is or was a Trustee, officer, employee, or agent of the Trust, provided that actions by the Trustee, officer, employee or agent are consistent with the scope of their responsibilities under this agreement and such actions are not in conflict with formal, written opinions of Trust attorneys. In addition, the Trust may purchase and maintain insurance on behalf of any person who is or was a Trustee, officer, employee or agent of the Trust, against any liability asserted against him or her and incurred by him or her in any such capacity, or arising out of his or her status as such, regardless of whether the Trust would have the power to indemnify him or her against such liability.

## **ARTICLE XV Contractual Obligation**

- 15.1 The obligations and responsibilities of the Members set forth in this Agreement, including the obligation to take no action inconsistent with this Agreement as originally written or validly amended, shall remain a continuing obligation and responsibility of each Member. This Agreement may be enforced in law or equity, either by the Trust or by any Member. The consideration for the duties imposed upon the Member by this Agreement is based upon the mutual promises and agreements of the Members as set forth herein and the advantages gained by the Members through participation herein.
- 15.2 All governmental subdivisions participating in or benefiting from this Agreement remain liable for their proportionate share of all losses incurred by the Trust during their Membership or participation in the Trust, regardless of their withdrawal from or the complete termination of the Trust. The Members intend, in participation in the Trust, to establish an organization for joint administration of risk management programs within the scope set forth in this Agreement only and do not intend to create between Members any additional relationship of partnership, surety, indemnification or liability for the debts of or claims against another.

## **ARTICLE XVI Expulsion of a Member**

- 16.1 By a two-thirds (2/3) vote of the entire Board of Trustees, any Member may be expelled from the Trust. Such expulsion, which shall take effect in the manner set out below, may occur whenever,
- (a) a Member fails to perform any obligation under this Agreement,
  - (b) failure or refusal to make payments and supplemental payments due, or
  - (c) activities by a Member detrimental to the purposes of the Trust.
- 16.2 No Member may be expelled except after notice from the Trust of the alleged failure and after a reasonable opportunity of not less than fifteen (15) days to cure the alleged failure. Within such fifteen-day (15) period, the Member may request a hearing before the Board before any decision is made as to whether to expel. The Board shall set the date for such hearing, which shall not be less than fifteen (15) days after expiration of the time to cure. The Board may appoint a hearing officer to conduct such hearing and make a recommendation to the Board based upon findings of fact; provided, however, that if the hearing is conducted by a hearing officer, the Member may request a further hearing before the Board. Such request shall be in writing and addressed to the

Chairman. If the Board conducts the hearing itself, it may make a decision at the close of the hearing. Expulsion of a Member after notice and hearing set forth in this Section shall be final.

- 16.3 After expulsion, the former Member shall continue to be fully liable for any payment due to the Account and any unfulfilled obligation as if it were still a Member of the Trust.
- 16.4 The Trust shall have no obligation with respect to claims incurred under the terminated coverage of an expelled Member after the effective date of such expulsion.
- 16.5 The obligation of the Trust to administer claims incurred under the coverage of an expelled Member prior to the effective date of expulsion shall continue for such claims as may have been or may be validly filed. Within sixty (60) days after an expulsion, or within sixty (60) days of the resolution of all outstanding claims if such occurs later, a final accounting of payments owed by or claim payments owing to said expelled Member shall take place and any amount found to be owed by such expelled Member shall be immediately paid into the Account by such Member and any amount found to be owed to such former Member shall be immediately paid from the Account to such former Member. An expelled Member will not have any right, title, or interest in any funds of the Trust other than explained in this paragraph except upon termination of the Trust as detailed in Article XVIII below.

## **ARTICLE XVII**

### **Withdrawal from the Trust**

- 17.1 No Member shall have the right to withdraw from the Trust during the twelve (12) month period immediately following the Member's initial effective date. Thereafter, a Member may withdraw effective June 30 of any year by providing written notice of withdrawal to the Trust. To be effective, the notice must be received at least sixty (60) days prior to July 1st of the program year. The Members acknowledge that this notice requirement is necessary in order to avoid irreparable financial jeopardy to the other Members of the Trust. Therefore, withdrawal without such notice will not be accepted.
- 17.2 The obligation of the Trust to administer claims incurred under the coverage of a withdrawing Member prior to the effective date of withdrawal shall continue for such claims as may have been or may be validly filed. Within sixty (60) days after such withdrawal, or within sixty (60) days of the resolution of all outstanding claims if such occurs later, a final accounting of payments owed by or claim payments owing to said withdrawing Member shall take place and any amount found to be owed by such withdrawing Member shall be immediately paid into the Account by such Member and any amount found to be owed to such former Member shall be immediately paid from the Account to such former Member. A withdrawing Member will not have any right, title, or interest in any funds of the Trust other than explained in this paragraph except upon termination of the Trust as detailed in Article XVIII below.

## **ARTICLE XVIII**

### **Termination of the Trust**

- 18.1 The Trust shall survive in perpetuity or upon the occurrence of any one of the following events:
- (a) A final determination by a court of competent jurisdiction, after all appeals have been exhausted or time for appeal has expired, that the Trust is invalid or contrary to law.
  - (b) The Board of Trustees determines that the number of Members is not sufficient to support the appropriate spread of risk.
- 18.2 Upon termination of the Trust, the rights and duties of the Trust to each Member and the rights and duties of each Member to the Trust shall be the same as those with respect to a withdrawing Member for purposes of claim administration and resolution.
- 18.3 Upon termination of the Trust, all assets of the TNRMT shall be liquidated. All funds as a result of such liquidation, including all cash assets of the Trust, shall be used to pay outstanding claims and administration of

such claims until all claims are permanently adjudicated and settled. After all obligations of the Trust are met, a determination shall be made by Trust actuarial consultant (the "Actuary") as to whether a surplus or deficit exists. In the event of surplus, the Actuary shall determine the surplus position of the Trust for all historical years of operation. Any amounts available in those historical years of operation will be distributed to Members and former Members who held valid Membership during such surplus years. Those Members entitled to receive a distribution shall receive funds relative to the Member's size from the year of participation and surplus relative to that year as determined by the Actuary and the Trust's accountants. Likewise, such Members and former Members will be assessed for any year of participation in which a deficit existed, as determined by the Actuary and the Trust's accountants, after all obligations of the Trust are met after termination. The determination of the Actuary and the Trust's accountants shall be final and binding upon all parties.

## **ARTICLE XIX Miscellaneous**

- 19.1 **Section Headings.** The section headings inserted in this Agreement are for convenience only and are not intended to, and shall not be construed to limit, enlarge or affect the scope or intent of this Agreement or the meaning of any provision hereof.
- 19.2 **Validity and Savings Clause.** In the event any provision of this Agreement shall be declared by a final judgment of a Court of competent jurisdiction to be unlawful or unconstitutional or invalid as applied to any Member, the lawfulness, constitutionally or validity of the remainder of this Agreement shall not be deemed affected thereby.
- 19.3 **Counterpart.** This Agreement, and any amendments thereto, may be executed in any number of separate documents which taken together shall constitute a single instrument.
- 19.4 **Notice.** Any notice required by this Agreement shall be in writing and shall be deemed to have been given when:
- (a) notice is sent via United States Post Office, registered or certified mail, postage prepaid, return receipt requested, and addressed as follows:
    - If to the Trust: To such address as is specified by the Trustees.
    - If to the Members: To the address as the Members from time to time offer for publication.
  - (b) notice is sent via electronic mail addressed as follows:
    - If to the Trust: To the e-mail address last specified on the Trust's website
    - If to the Members: General notice is posted on the Trust's website and specific notice to Members is sent to the last known e-mail address for such Member.
- 19.5 **Authorized Signatures.** This Agreement shall be executed on behalf of the Member by its duly authorized officer and shall be forwarded, in duplicate, to the Tennessee Risk Management Trust.
- 19.6 **Acknowledgement and Acceptance.** The Trust shall acknowledge receipt of this Agreement and acceptance hereof by noting hereon in the space provided the Effective Date of its acceptance and shall return a fully executed copy hereof to the Member.
- 19.7 **Obligations of the Parties.** The obligations and rights of the parties under this Agreement shall commence upon the effective date of the Trust's acceptance noted hereon.

**Signature Page**  
**Page number 10 of 10 Pages**  
**TNRMT Intergovernmental Agreement**  
**Effective date: 7-1-2015**

This action was approved by the \_\_\_\_\_ at a meeting held on \_\_\_\_\_.  
(political subdivision)

\_\_\_\_\_  
Board Chairman Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Executive Signature

\_\_\_\_\_  
Date

RECEIVED AND ACCEPTED BY THE TENNESSEE RISK MANAGEMENT TRUST:

EFFECTIVE DATE: \_\_\_\_\_

\_\_\_\_\_  
SIGNED

\_\_\_\_\_  
TITLE

\_\_\_\_\_  
DATE

## ESSER 3.0 Public Plan for Remaining Funds Addendum Guidance

2022-23

Local educational agencies (LEAs) are required to update the ESSER 3.0 Public Plan every six months through Sept. 30, 2023. Each time, LEAs must seek public input on the plan and any revisions and must take such input into account.

Each LEA must complete the addendum and upload it to ePlan in the LEA Document Library (Feb. 15 and Sept. 15). The LEA must also post the addendum to the LEA's website. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website. The plan intends to provide transparency to stakeholders.

Please consider the following when completing the addendum:

- On the summary page, the amounts should total the carryover amount for FY23 for each relief fund: ESSER 2.0, and ESSER 3.0.
- The LEA must respond to all questions in the document.
- The stakeholder engagement responses should closely align with the stakeholder engagement in the Health and Safety Plan.
- The LEA should ensure it uses multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan and when making any significant revisions or updates to the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- Plans require local board approval and public posting.
- LEAs must update the ESSER Public Plan at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions, and take such input into account.
- The American Rescue Plan (ARP) Act requires LEAs to post plans online in a language that parents/caregivers can understand, or it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

## ESSER 3.0 Public Plan for Remaining Funds

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation’s students.

In the fall of 2021, LEAs developed and made publicly available a *Public Plan - Federal Relief Spending*. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA’s publicly available website.

The following information is intended to update stakeholders and address the requirement.

### **General Information**

LEA Name: [Tullahoma City Schools](#)

Director of Schools (Name): [Dr. Catherine Stephens](#)

ESSER Director (Name): [Susan Fanning](#)

Address: [510 South Jackson Street, Tullahoma, TN 37388](#)

Phone #: [931-454-2600](#) District Website: [www.tcsedu.net](#)

Addendum Date: [9/15/2022](#)

Total Student Enrollment:	<a href="#">3653</a>
Grades Served:	<a href="#">K-12</a>
Number of Schools:	<a href="#">8</a>

### **Funding**

ESSER 2.0 Remaining Funds:	<a href="#">\$183,106.23</a>
ESSER 3.0 Remaining Funds:	<a href="#">\$617,379.09</a>
<b>Total Remaining Funds:</b>	<a href="#">\$800,485.32</a>

**Budget Summary**

		ESSER 2.0 Remaining Funds	ESSER 3.0 Remaining Funds
Academics	Tutoring		\$53,603.57
	Summer Programming		\$6,096.26
	Early Reading		
	Interventionists		\$447,901.40
	Other	\$78,035.62	
	Sub-Total	\$78,035.62	\$507,601.23
Student Readiness	AP and Dual Credit/ Enrollment Courses		
	High School Innovation	\$7,593.38	
	Academic Advising		
	Special Populations		
	Mental Health		
	Other		\$109,777.86
	Sub-Total	\$7,593.38	\$109,777.86
Educators	Strategic Teacher Retention		
	Grow Your Own		
	Class Size Reduction		
	Other	\$87,615.68	
	Sub-Total	\$87,615.68	
Foundations	Technology		
	High-Speed Internet		
	Academic Space (facilities)		
	Auditing and Reporting	\$9,861.55	
	Other		
	Sub-Total	\$9,861.55	
<b>Total</b>		<b>\$183,106.23</b>	<b>\$617,379.09</b>



## **Academics**

1. Describe strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district's needs assessment.

Learning Loss and Student Acceleration were targeted during our Summer Camps for elementary students, Bridge Camps for middle school students, Rising Freshman Camp for our upcoming freshmen, and Summer School for our high school students. Math, ELA, intervention, and physical activity were daily components of our Summer and Bridge Camp schedule. Elementary students also participated in STREAM activities each day. The focus for our Rising Freshman Camp is to address learning loss for these students who were promoted to 9<sup>th</sup> grade even though they failed two or more classes. Edgenuity is used for credit recovery during Summer School. This program is tailored for the academic needs of each student. At the elementary level, Summer and STREAM Camps were provided according to state requirements. In middle schools, Bridge Camps were provided according to state requirements. For the high school, Credit Recovery was provided to students who were missing credits. Math and ELA instruction was provided to upcoming freshmen who were promoted but failed two or more classes.

2. Describe initiatives included in the "other" category.

East Middle School and West Middle School have one RTI teacher who will spend at least 50% of the time focused on providing intervention services to students who qualify for Tier II or Tier III. Tullahoma City Schools purchased Ready Classroom Math last year as a common curriculum for our elementary schools. This curriculum will promote a common vocabulary and is vertically aligned. Tullahoma City Schools has a district-wide math coach for our elementary schools and a district-wide math coach for our middle schools. These coaches will provide job-embedded professional development to teachers and educational assistants throughout the year. The curriculum funds will be used to purchase Tier I, II, and III curriculum as needs arise. Science curriculum was purchased for our secondary grade levels. The math software funds are used to purchase IXL Math for Grades 6-8. IXL provides personalized learning that is based on the Tennessee State Standards.

## **Student Readiness**

1. Describe strategic allocations to support **Student Readiness** and the School-Related Supports necessary to access high-quality instruction, including how allocations support the investments identified in the district's needs assessment.

Middle and high school opportunities are provided through High School Innovation. High school innovation provides high-quality instruction in an online format and virtual environment. The high school innovation funding will be used for the following: Virtual School Program teacher stipends and Virtual School Curriculum.

Many students have a flex schedule and attend school in both settings. Mental Health support funds will be used for the following: Social-Emotional learning curriculum for Middle Schools, Trauma-Informed training for all schools and Social-Emotional and Trauma-Informed Resources for all schools.

2. Describe initiatives included in the “other” category.

School nurses provided health services during our Summer Learning and Bridge Camps, which met the needs of our students.

### **Educators**

1. Describe strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district’s needs assessment.

These strategic allocations were used to recruit, retain, and support educators and are listed as “Other”. We have a nurse in each building to meet medical needs and address health concerns to support educators. Allocations were used to pay a portion of the school nurses salary allowing us to have a nurse in each building. Providing daycare for children of employees helped recruit and retain teachers so students would have access to high-quality instruction. Stipends were provided to all employees due to job responsibilities changing and increasing due to COVID.

2. Describe initiatives included in the “other” category.

N/A

### **Foundations**

1. Describe strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district’s needs assessment.

Funding was allocated for each of the categories listed. Almost 48% of our ESSER funding has been allocated to Foundations. Academic Space (Facilities)- A facility assessment was completed by Orcutt Winslow indicating our buildings needed improved ventilation/HVAC, which directly impacts the health of our students and staff. Monitoring, Auditing and Data Collection and Reporting- a stipend will be paid to administrative support for ESSER funds. This work will be completed during off-contract hours. This work will be to monitor spending to ensure funds are used appropriately and collect, analyze and report the required data to the state.

2. Describe initiatives included in the “other” category.

Tullahoma City Schools received the High School Innovation Grant for \$759,500. These funds are being used for our Tullahoma Virtual Academy (TVA). TVA is being built with three goals in mind: student autonomy, high quality curriculum, and college and career readiness. The structure of TVA along with the benefits of asynchronous course delivery provide an unprecedented level of choice when it comes to how students elect to schedule their school day and consume instruction. These asynchronous courses are being designed and taught by our own Tullahoma High School teachers.

This allows us to closely monitor and adjust the quality of the products we are providing our students. With the help of our Innovative High School Model grant partners, TVA students will receive a high level of career education and have opportunities to experience potential career interests through the Tullahoma Career Pathways Initiative (TCPI). This partnership between Tullahoma Virtual Academy, Tullahoma City Schools and Motlow Community College and Tennessee College of Applied Technology will allow students many opportunities. These opportunities will include: interacting with active professionals in their areas of career interest, engage in intern and apprenticeship opportunities and take advantage of enhanced dual enrollment opportunities.

**Monitoring, Auditing, and Reporting**

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

Tullahoma City Schools is continually monitoring that expenditures are in line with the approved ESSER application and budget. Monthly expenditures are reviewed prior to reimbursement requests being submitted. TCS will continue to implement the use of iReady to help analyze and address gaps through differentiated instruction. We used School Messenger, surveys, phone calls, emails and personal conversations to engage meaningful consultations with the community.

2. Describe how the LEA is meeting the requirements to spend 20 percent of **the total ESSER 3.0 allocation** on direct services to students to address learning loss, or indicate participation in TN ALL Corps.

*Tullahoma City Schools has allocated 23% of their budget to address learning loss.*

<i>Instructional Coaches</i>	<i>\$720,000</i>	<i>43%</i>
<i>RTI Teachers</i>	<i>\$540,000</i>	<i>36%</i>
<i>Summer and Bridge Camps</i>	<i>\$120,000</i>	<i>8%</i>
<i>Tutoring for REL and THS</i>	<i>\$145,000</i>	<i>8%</i>
<i>Summer School for THS</i>	<i>\$50,000</i>	<i>1%</i>
<i>SEL Program for EMS and WMS</i>	<i>\$10,166</i>	<i>1%</i>
<i>Trauma-Informed Training for Elementary, Middle and High Schools</i>	<i>\$14,000</i>	<i>1%</i>

<b><i>SEL and Trauma-Informed Resources for Elementary and Middle Schools</i></b>	
<b><i>\$10,000</i></b>	<b><i>1%</i></b>

**Family and Community Engagement**

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

Tullahoma City Schools used School Messenger, surveys, phone calls, emails and personal conversations to engage meaningful consultations with Stakeholders. School Messenger was used to reach out to families. Email was used to reach families and TCS personnel regarding surveys. We used personal conversations for feedback from the Foster Care Network. Feedback was solicited 8/29/2022- 9/9/2022 via surveys. Feedback was solicited and received from the following groups: Parents, Students, Community Members, Teachers, Instructional Coaches, Principals, Assistant Principals, Educational Assistants, Office Staff, Other, District Administrators, Board of Education, Families with Students with Disabilities, Families with Homeless Students, Families of Foster Students and Foster Care Network. 273 respondents provided feedback. Here are the top 13 responses we received:

1. Overall	Agree with allocations	38
2.. Compensation	Increase staff salaries/ retention	26
3. Personnel	More RTI teachers and educational assistants	25
4. Personnel	More educational assistants	25
5. Personnel	More teachers/ smaller class size	22
6. Learning Loss	Learning Loss	15
7. Overall	No opinion	12
8. Training	More tutoring	8

9. Facilities	Fix bathrooms	7
10. Facilities	Improve inside of THS	6
11. Transportation	Bus system needed	5
12. Training	More training for staff	5
13. Compensation	Free meals for students	4

2. Describe how the LEA engaged at minimum 10 percent of the total stakeholders engaged vs. responses received in the development of the revised plan.

Tullahoma City Schools had 273 respondents. It is important to note that many families have multiple students and only complete one survey. Feedback was optional.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

We surveyed a diverse population of stakeholders. They include: parents, students, community members, teachers, instructional coaches, principals, assistant principals, educational assistants, office staff, other, district administrators, board of education, families of students with disabilities, families of homeless students, families of foster students, and foster care network.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, and town halls) to gain input from stakeholders in the development of the revised plan.

Tullahoma City Schools used School Messenger, surveys, phone calls, emails and personal conversations to engage meaningful consultations with Stakeholders. School Messenger was used to reach out to families. Email was used to reach families and TCS personnel regarding surveys. We used personal conversations for feedback from the Foster Care Network.

# Safe Return to In-person Instruction and Continuity of Services Plan Addendum Guidance 2022-2023

LEAs are required to update the Safe Return to In-Person Instruction and Continuity of Services Plan every six months through **Sept. 30, 2023**. Each time, local education agencies (LEAs) must seek public input on the plan and any revisions and must take such input into account. The purpose of the plan is to keep stakeholders informed.

Every LEA should complete the addendum and upload it to ePlan in the LEA document library and post it to the LEA's website (Feb. 15 and Sept. 15). Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

Please consider the following when completing the addendum:

- Ensure the LEA used multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan and when making any significant revisions or updates to the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- The LEA must engage the health department in the development and revision of the plan. This is different from providing the health department with COVID-19 numbers.
- Plans must explicitly address every bullet point in Question 3 regarding district policies and strategies.
- Plans require local board approval and public posting.
- LEAs must update the *Safe Return to In-Person Instruction and Continuity of Services Plan* at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions, and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.
- All revisions must include an explanation and rationale, with meaningful public consultation and in an understandable format. The American Rescue Plan (ARP) Act requires LEAs to post their Health and Safety Plans online in a language that parents/caregivers can understand, or, if it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

## Safe Return to In-Person Instruction and Continuity of Services Plan Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a Safe Return to In-Person Instruction and Continuity of Services Plan. All plans were developed with meaningful public consultation with stakeholder groups. LEAs are required to update the plan every six months through Sept. 30, 2023, and must seek public input on the plan and any revisions and must take such input into account. LEAs also must review and update their plans and ensure they align with any significant changes to CDC recommendations for K-12 schools. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

LEA Name: [Tullahoma City Schools](#)

Date: [9/15/2022](#)

### 1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

[\\*Surveys were sent to multiple groups soliciting feedback on Aug 29, 2022](#)

[Parents](#)

[Students \(Grades 9-12\)](#)

[Community Members](#)

[Staff \(Teachers, Instructional Coaches, Principals, Assistant Principals,  
Educational Assistants, Office Staff, Other\)](#)

[District Administrators \(Director of Special Education, Deputy Director,](#)

[Director of Technology, Director of Curriculum, Director of Business, Director of Student  
Services, Director of Schools\)](#)

[Board of Education](#)

[Families of Students with Disabilities](#)

[Families of ESL Students](#)

[Families of Homeless Students](#)

[Families of Foster Students](#)

[Foster Care Network](#)

[\\*Emails sent on Sept. 7 to groups with whom we had no response or needed additional input.](#)

[\\*Email input was received from the Director of Coordinated Health with a recommendation on  
September 7, 2022.](#)

[\\*In-person parent input solicited in person on August 29, 2022. No recommendations for changes.](#)

\*Phone conversation with a representative of Foster Care Network on September 8, 2022. No recommendation for changes.

**2. Describe how the LEA engaged the health department in the development of the revised plan.**

New guidelines were shared with personnel regarding 22-23 Covid August Guidelines on August 15, 2022 via email.

The Tennessee Department of Health aligns their guidance with the CDC recommendations. We based our protocols on those recommendations. Listed below are our updated guidelines.

**Covid Isolation and Quarantine Guidelines  
Summary 8/15/22**

This guide is to assist in navigating the Covid Isolation and Quarantine procedures. If you have questions, please contact one of the nurses or Gina Bumbalough.

[Operational Guidance for K-12 Schools and Early Care and Education Programs to Support Safe In-Person Learning | CDC](#)

**Positive Case**

Isolate **5 days** from the start of symptoms, or if no symptoms date of test - Then two options:

- A. Consider an antigen test - if positive, continue to isolate for 5 more days and return on day 11 if symptom-free for 24 hrs.
- B. Return to school/work on day 6 (if symptom-free for 24 hrs) wearing a mask through day 10.

A person with a positive test **10 - 90 days** after initial onset does not need to reenter isolation as a close contact. A lingering cough, loss of taste, or smell does not prevent a person from being released from isolation.

**Quarantining**

Regardless of your vaccination status, household and non household contacts do not need to quarantine. The CDC does recommend wearing a mask and monitoring for symptoms.

CDC continues to recommend good hygiene practices, cleaning surfaces, and frequent handwashing.

\* Remember, day one is 24 hrs after symptoms or test.

**3. Provide the extent to which the LEA has updated adopted policies and a description of any such policies on each of the following health and safety strategies.**

<i>Appropriate accommodations for children with disabilities with respect to health and safety policies</i>
We continue to individualize accommodations for students' unique needs. For example, staff are more aware that students who did not require preferential seating pre-COVID may now require this when masks are worn by either the teacher or the student to improve clarity of speaking and listening. Additionally, staff continuously adapt the classroom environments with the ever-evolving CDC health recommendations and protocol. We have certified all special education drivers and bus assistants in CPR and have AEDs on the bus during daily routes.
<i>Physical distancing (e.g., use of cohorts/podding)</i>
We social distance as space allows.
<i>Hand washing and respiratory etiquette</i>
Frequent hand washing is encouraged. Reminder and Instructional posters are still posted throughout the schools. Videos on how to wash hands are on the website. We continue implementing best practices of frequent hand washing and use of hand sanitizer when hand washing is not an option. Hand sanitizer is available on buses, in classrooms, hallways and lunch rooms.
<i>Cleaning and maintaining healthy facilities including improving ventilation</i>
We continue to regularly clean and use Clorox 360 as needed. We are also continuing to upgrade and improve the HVAC and ventilation equipment.
<i>Contact tracing in combination with isolation and quarantine</i>
We do not contact trace or quarantine. If a close contact is identified, we will notify the guardian/parent with options.
<i>Diagnostic and screening testing</i>
We continue to provide information on diagnostic and screening testing to students, staff and parents as requested.
<i>Efforts to provide vaccinations to educators, other staff, and students, if eligible</i>
Parents consult the school nurse when the household has a positive case. The nurses and Coordinated School Health Director provide guidance based on the TN Department of Health and the CDC.
<i>Universal and correct wearing of masks</i>
We continue to provide masks at no cost to staff and students when requested. It is recommended to wear a mask after the 5-day isolation due to a positive case.

- 4. Provide a current description as to how the LEA is ensuring continuity of services including but not limited to services that address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services.**

Tullahoma City Schools is providing in-person instruction daily. We have had no school closures due to the pandemic during the 2021-2022 and 2022-2023 school year. We provide instruction to those with COVID in order to minimize learning loss. Students take a universal screener and benchmark as required by TN State law to show their current knowledge. TCS chooses to use iReady for math reading. Additional screeners are used in K-3 for reading as required by law. This data drives Tier 1 instruction and identifies students who need Tier 2 and Tier 3 services. We will continue to implement the use of iReady for K-8 reading and math to help us identify and address gaps through differentiated instruction. We work collaboratively as well as horizontally and vertically to serve students' academic needs with aligned standards and curriculum. Additionally, TCS employs several RTI, Math, and Language Arts Interventionists. For students' social, emotional and mental health, we have a counselor in each of our schools. As a district, we continue working to implement Harmony SEL programming in our elementary schools. We are seeking an appropriate SEL program for our middle school that does not violate the prohibited concepts law. We also currently employ 2 social workers to work with student and family needs and 2 behavioral specialists. Another service offered in TCS is a school based, partnership with Centerstone. We have a school-based therapist currently serving 3 of our 8 schools and are awaiting the addition from Centerstone of a second therapist to service 3 of the other schools. For staff, our Director of Coordinated School Health often shares resources for health and mental wellness. She has provided standing desks, flexible and/or ergonomic seating, and hand sanitizers/cleaning wipes. For student health, she also facilitates organizing health screenings in all schools, blood drives, and wellness initiatives. We are about to initiate "Get Your Selfie Moving" to engage staff, students, and families in physical activities. As we know physical activity assists in not only physical benefits, but also mental well-being by reducing anxiety, etc. Food Service has continued serving breakfast and lunch at all locations. Four of our schools are CEP (Community Eligibility Provision) and all students at those schools receive free breakfast and lunch.

## Little Cats Learning Academy Surplus Equipment

September 2022

School/Building/Dept	Qty	Name/Manufacturer	Description	Reason	Value	Serial #	Tag #
LCLA	2	Bright Starts	Baby Swing	Motors no longer work	\$0	-	NA

Click here to choose a school board.

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Service Animals in District Facilities</b>	Descriptor Code: <b>3.218</b>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*

2 In accordance with the provisions of the Americans with Disabilities Act, service dogs and trained  
3 miniature horses<sup>1</sup> are permitted for use by individuals with disabilities on district property and in district  
4 facilities provided the individuals and their animals meet the requirements and responsibilities per  
5 federal law.

6 When an individual with a disability seeks to bring a service animal into a district facility, the district is  
7 entitled to ask the individual if the animal is required because of a disability and what work or task the  
8 animal has been trained to perform.<sup>2</sup> The district is not entitled to ask for documentation that the animal  
9 has been properly trained, but the individual bringing the animal into a district facility will be held  
10 accountable for the animal's behavior.

11 Individuals with disabilities shall be permitted to be accompanied by their service animal in all areas of  
12 a public entity's facilities where members of the public, participants in services, programs, or activities,  
13 or invitees, as relevant, are allowed to go.

14 The district shall not ask or require an individual with a disability to pay a surcharge, even if people  
15 accompanied by pets are required to pay fees, or to comply with other requirements generally not  
16 applicable to people without pets.

17 **WORK OR TASKS PROVIDED BY SERVICE ANIMAL**

18 Any service animal brought into a district facility by an individual with a disability shall have been  
19 trained to do work or perform tasks for the individual. The work or tasks performed by the service animal  
20 shall be directly related to the individual's disability. Examples of work or tasks include, but are not  
21 limited to:

- 22 1. Assisting individuals who are blind or have low vision with navigation and other tasks;
- 23
- 24 2. Alerting individuals who are deaf or hard of hearing to the presence of people or sounds;
- 25
- 26 3. Providing non-violent protection;
- 27
- 28 4. Pulling a wheelchair;
- 29
- 30 5. assisting an individual during a seizure;
- 31

- 1 6. Alerting individuals to the presence of allergens;
- 2
- 3 7. Retrieving items such as medicine;
- 4
- 5 8. Providing physical support and assistance with balance and stability to individuals with mobility
- 6 disabilities; and
- 7
- 8 9. Helping persons with psychiatric and neurological disabilities by preventing or interrupting
- 9 impulsive or destructive behaviors.

10 A service animal shall be under the control of its handler. A service animal shall have a harness, leash,  
11 or other tether unless either the handler is unable because of a disability to use a harness, leash, or other  
12 tether or the use of a harness, leash, or other tether would interfere with the service animal's safe,  
13 effective performance of work or tasks. If this is the case, the service animal shall be under the handler's  
14 control by means of voice control, signals, or other effective means.

### 15 **REMOVAL OF SERVICE ANIMAL**

16 District staff may ask an individual with a disability to remove a service animal from the premises if:

- 17 1. The animal is out of control and the animal's handler does not take effective action to control it;
- 18
- 19 2. The animal is not housebroken; or
- 20
- 21 3. The animal's presence would fundamentally alter the nature of the service, program, or activity.<sup>3</sup>

22 If the district excludes a service animal due to the reasons listed above, the district shall give the  
23 individual with a disability the opportunity to participate in the service, program, or activity without  
24 having the service animal on the premises.

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#### Legal References

1. 28 CFR § 35.104; 28 CFR § 35.136(i)
2. 28 CFR § 35.136
3. 28 CFR § 35.130

Click here to choose a school board.

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Credit Recovery</b>	Descriptor Code: <b>4.210</b>	Issued Date:
		Rescinds:	Issued:

1 *General*<sup>1</sup>

2 The Director of Schools shall ensure that credit recovery facilitators receive training regarding course  
3 organization, online instruction management, and related technology.

4 Credit recovery teachers shall comply with all State Board of Education certification requirements.<sup>1</sup>

5 **ADMISSION AND REMOVAL**<sup>2</sup>

6 No student shall be admitted to or otherwise enrolled in credit recovery courses unless:

- 7 1. The student's parent/guardian gives written consent for the student to enroll in the proposed  
8 credit recovery course. Parent(s)/guardian(s) shall be informed that not all postsecondary  
9 institutions will accept credit recovery courses for credit and that the NCAA Clearinghouse will  
10 not accept credit recovery courses for credit; and  
11
- 12 2. The student has previously taken an initial, non-credit recovery section of the proposed course  
13 and received a grade of at least fifty percent (50%). Students who receive a grade of below fifty  
14 percent (50%) in the non-credit recovery section of the course must re-take the course.

15 If a student is seeking to recover credit for the first semester of a two-semester course, the student may  
16 not receive the full credit for the course until he/she has enrolled in and passed the second semester of  
17 the course and taken any applicable End of Course examinations.

18 The Board shall track students enrolled in credit recovery courses as directed by the Tennessee  
19 Department of Education.

20 **INSTRUCTION AND CONTENT**<sup>2</sup>

21 Credit recovery teachers shall work closely with credit recovery facilitators to correlate class content  
22 and instruction.

23 The Director of Schools shall ensure that all credit recovery courses:

- 24 1. Align with Tennessee's current academic standards for the relevant course content area, as  
25 approved by the State Board of Education; and  
26
- 27 2. Differentiate instruction to address individual student growth needs based on diagnostic  
28 assessment or End of Course data.

1 Students in credit recovery programs shall:

- 2 1. Complete a course skill-specific diagnostic to determine skill-specific goals;
- 3
- 4 2. Meet individual skill-specific goals in a flexible time frame as established by identified student
- 5 need; and
- 6
- 7 3. Master all individualized skill-specific goals as established by the diagnostic process in order to
- 8 earn credit.

## 9 **GRADES<sup>2</sup>**

10 Students passing credit recovery shall receive a grade of sixty percent (60%) under the state uniform  
11 grading system. If the district utilizes a locally-adopted grading scale that differs from the uniform  
12 grading scale, a student passing credit recovery shall receive a D.<sup>3</sup>

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### Legal References

1. State Board of Education Policy 2.103; TRR/MS 0520-01-03-.03(13)
2. State Board of Education Policy 2.103
3. State Board of Education Policy 3.301

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### Cross References

Virtual Education Program 4.212  
Grading System 4.600  
Promotion and Retention 4.603

**TULLAHOMA BOARD OF EDUCATION**  
**HENRY, McCORD, BEAN, MILLER & GABRIEL, PLLC**  
**REVISED RETAINER PROPOSAL**

**August 2022**

**Option 1     All Legal Work (except “Litigation”)**

Services:

1. All legal services historically provided by Henry & McCord, except “Litigation.” Legal services historically provided include, but are not limited to, the following:
  - a. Attend all work sessions and retreats, as requested.
  - b. Provide legal opinions to the Board and Director on request.
  - c. Work with the Director on day-to-day legal questions and problems.
  - d. Review all contracts to be entered into by TBOE and/or TCS upon request.
  - e. Review and revise all AIA contracts associated with TCS construction projects.
  - f. Work with Director and HR Dept. on employment related issues, including but not limited to, discipline, suspension and termination.
  - g. Work with the Board and Director on legal issues impacting the Board and its members, such as election of board members, resignation and vacancies by board members, etc.
  - h. Work with Director to prepare or review request for proposals.
  - i. Work with Director to respond to subpoenas serviced upon TCS.
  - j. Work with financial staff and TCS accountant regarding the annual audit.
  - k. Work with Director related to student issues, such as discipline, FERPA issues, etc.
  - l. Seminars to Staff and Parents on various legal issues, such as School Support Organizations, Open Records Act, Domestic Issues-Custody Orders in Tennessee.
  - m. Policy Review. TCS currently uses the TSBA Policy Review service. However, Henry & McCord does review, revise and draft policies upon request.

- n. Monthly Activities Report to Director (and Chairperson on request).
- 2. "Litigation" shall include all lawsuits filed against or on behalf of TBOE/TCS and shall include all employee termination proceedings that go beyond the initial board review of charges, i.e., hearing before impartial hearing officer.
- 3. Work outside the retainer will be charged at the regular hourly rate of \$240.00 per hour.<sup>1</sup> Travel time will be charged at half-rate.

Retainer:

- 1. Monthly: \$2,100
- 2. Annual: \$25,200

**Option 2      Hourly Fee**

All Services provided at the regular hourly rate of \$240.00 per hour.

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<sup>1</sup> The normal hourly rate charged by Clifton N. Miller to private individuals and private entities is \$295.00 per hour.

**RESOLUTION SUPPORTING OUR STUDENTS AND TEACHERS BY REQUESTING THE  
TENNESSEE GENERAL ASSEMBLY TO AMEND T.C.A. 49-6-3115 TO ALLOW SCHOOL  
DISTRICTS TO MAKE RETENTION DECISIONS FOR THIRD-GRADE AND FOURTH-GRADE  
STUDENTS**

**WHEREAS**, T.C.A. 49-6-3115 provides that a third-grade student who is not proficient in ELA as determined by the student achieving a performance level rating of “below” on the ELA portion of the student’s most recent TCAP test may be promoted if:

- a. The student is an English language learner and has received less than two (2) years of ELA instruction;
- b. The student has an IEP that outlines deficiencies in reading;
- c. The student was previously retained in grade K through 3 prior to this year;
- d. The student attends a learning loss bridge camp, maintains a 90% attendance rate at the camp, and demonstrates adequate growth on the post-test; **AND**
- e. The student receives high-dosage, low ratio tutoring using the TN ALL Corps grant or an equivalent high-dosage, low ratio tutoring model for the entirety of fourth grade.

**WHEREAS**, T.C.A. 49-6-3115 provides that a third-grade student who is not proficient in ELA as determined by the student achieving a performance level rating of “approaching” on the ELA portion of the student’s most recent TCAP test may be promoted if:

- a. The student is an English language learner and has received less than two (2) years of ELA instruction;
- b. The student has an IEP that outlines deficiencies in reading;
- c. The student was previously retained in grade K through 3 prior to this year;
- d. The student attends a learning loss bridge camp, maintains a 90% attendance rate at the camp, and demonstrates adequate growth on the post-test **OR**
- e. The student receives high-dosage, low ratio tutoring using the TN ALL Corps grant or an equivalent high-dosage, low ratio tutoring model for the entirety of the fourth grade.

**WHEREAS**, a student who is promoted to the fourth grade pursuant to this process must show adequate growth on the fourth grade ELA portion of the TCAP test, as determined by the Department of Education, before the student may be promoted to the fifth grade; and

**WHEREAS**, research has shown that retaining students may produce short-term positive outcomes but may in fact lead to more significant negative academic and non-academic outcomes in the long term; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Tullahoma City School Board of Education urges the General Assembly to amend T.C.A. 49-6-3115 to allow school districts to make retention decisions for third-grade and fourth-grade students, like all other grade levels, based upon all school district information on each student.

**ADOPTED BY THE ELECTED TULLAHOMA CITY SCHOOL BOARD OF EDUCATION,  
TENNESSEE, MEETING IN REGULAR SESSION ON THE \_\_\_\_\_ DAY OF  
\_\_\_\_\_ 2022.**

Chairman, Board of Education

Director of Schools

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date

\_\_\_\_\_

Date



**TITLE:** 1:1 Special Education Assistant

**QUALIFICATIONS:**

Two years of college or a passing score on the Paraprofessional test.

Experience in the area assigned is preferred but not required.

**JOB GOAL:** The job of 1:1 Special Education Assistant is done for the purpose of providing support to the instructional program with specific responsibility for assisting in the supervision, care, and instruction of students with special needs in the general education setting or in a self-contained classroom; assisting in implementing plans for instruction; monitoring student behavior; and providing information to appropriate school personnel.

**ESSENTIAL FUNCTIONS or DUTIES:**

- Implements, under the supervision of assigned teacher, research-based interventions for the purpose of presenting and/or reinforcing learning concepts.
- Assist with paperwork, data collection, and other clerical duties as needed.
- Acts as a mandated reporter for the purpose of ensuring the safety of the students.
- Adapts classroom activities, assignments and/or materials under the direction of the supervising teacher for the purpose of supporting and reinforcing classroom objectives and meeting IEP goals.
- Administers tests, homework, make-up work, etc. for the purpose of supporting student needs in the classroom.
- Assists students (e.g., diapering, lifting, transitioning from desk to wheelchair etc....) for the purpose of attending to the student's personal hygiene and care needs.
- Attends meetings and in-service presentations for the purpose of acquiring and/or conveying information relative to job functions.
- Communicates with supervising instructional staff, and a variety of health care professionals, and professional support personnel for the purpose of communicating progress or implementing IEP objectives.
- Escorts student (e.g., bathroom, classroom, community etc....) for the purpose of ensuring an efficient and safe arrival to and/or from a destination.
- Intervenes in potential conflicts utilizing appropriate physical and/or therapeutic approaches for the purpose of diffusing confrontations and minimizing disruptions.
- Maintains instructional materials and/or manual and electronic files/records for the purpose of ensuring availability of items; providing written reference; and/or meeting mandated requirements.
- Monitors student's daily schedule and behavior plan for the purpose of maintaining a safe and positive learning environment.



- Provides, under the supervision of the assigned teacher, instruction to the student in a variety of individual and group activities for the purpose of reinforcing instructional objectives; implementing IEP plans; and ensuring the student's access to his/her least restrictive environment.
- Supervises individual and/or groups of students in a variety of settings (e.g., community field trips, hallways, bus loading areas, cafeteria, parking lots, classrooms, etc.) for the purpose of providing a safe and positive learning environment.
- Prepares the learning environment to allow the student to participate in classroom activities.
- Supervises and escorts the student during any and all emergency drills or during actual emergencies for the purpose of providing a safe learning environment.
- Attends any problem solving/IEP meeting and provides input as to the student's progress for the purpose of maintaining a whole student approach to his/her education.
- Collects data on the student's IEP goals for the purpose of maintaining accurate records and engaging in data-based decision making.
- Participates in training for the purpose of providing or receiving information and updating skills.
- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
- Perform other duties as assigned.

### **PHYSICAL DEMANDS:**

The usual and customary methods of performing the job's functions require the following physical demands: Significant lifting, carrying, pushing, and/or pulling, frequent stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally, the job requires 60% sitting, 15% walking, and 25% standing. The job is performed under conditions with exposure to risk of injury and/or illness and in a clean atmosphere. This position requires the ability to lift 50 lbs.

Other physical demands that may be required are as follows:

- Pushing and/or pulling
- Stooping and/or kneeling
- Reaching
- Talking
- Hearing
- Seeing

### **CAPACITY AND ABILITY REQUIREMENTS:**

Specific capacities and abilities may be required of an individual in order to learn or adequately perform a task or job duty.



- *Intelligence*: The ability to understand instructions and underlying principles. Ability to reason and make judgments.
- *Verbal*: Ability to understand the meanings of words and the ideas associated with them.
- *Numerical*: Ability to perform arithmetic operations quickly and accurately.
- *Manual dexterity*: Ability to move the hands and fingers easily.

**REPORTS TO:** Building Principal and Director of Special Education

**FLSA:** Non-Exempt

**TERM:** 200 days

**SALARY:** S2 Index

### **GENERAL REQUIREMENTS**

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of responsibilities, duties, and skills required of personnel so assigned.

## Tulahoma City Schools 2023 Health Insurance Premiums

Provider	Coverage Level	Monthly Premium	TCS Contribution	Employee Monthly Premium	Employee Per Pay Period
<b>Premier PPO</b>					
BCBS and Cigna Local Plus	Employee	\$683.00	\$600	\$83.00	\$41.50
	Employee + Child	\$1,126.00	\$797	\$328.83	\$164.41
	Employee + Spouse	\$1,469.00	\$1,005	\$463.76	\$231.88
	Family	\$1,775.00	\$1,221	\$554.43	\$277.21
Cigna Open Access	Employee	\$748.00	\$600	\$148.00	\$74.00
	Employee + Child	\$1,191.00	\$797	\$393.83	\$196.91
	Employee + Spouse	\$1,599.00	\$1,005	\$593.76	\$296.88
	Family	\$1,905.00	\$1,221	\$684.43	\$342.21
<b>Standard PPO</b>					
BCBS and Cigna Local Plus	Employee	\$635.00	\$600	\$35.00	\$17.50
	Employee + Child	\$1,046.00	\$797	\$248.83	\$124.41
	Employee + Spouse	\$1,364.00	\$1,005	\$358.76	\$179.38
	Family	\$1,649.00	\$1,221	\$428.43	\$214.21
Cigna Open Access	Employee	\$700.00	\$600	\$100.00	\$50.00
	Employee + Child	\$1,111.00	\$797	\$313.83	\$156.91
	Employee + Spouse	\$1,494.00	\$1,005	\$488.76	\$244.38
	Family	\$1,779.00	\$1,221	\$558.43	\$279.21
<b>Limited PPO</b>					
BCBS and Cigna Local Plus	Employee	\$600.00	\$600	\$0.00	\$0.00
	Employee + Child	\$990.00	\$797	\$192.83	\$96.41
	Employee + Spouse	\$1,291.00	\$1,005	\$285.76	\$142.88
	Family	\$1,561.00	\$1,221	\$340.43	\$170.21
Cigna Open Access	Employee	\$665.00	\$600	\$65.00	\$32.50
	Employee + Child	\$1,055.00	\$797	\$257.83	\$128.91
	Employee + Spouse	\$1,421.00	\$1,005	\$415.76	\$207.88
	Family	\$1,691.00	\$1,221	\$470.43	\$235.21
<b>Local CDHP/HSA</b>					
BCBS and Cigna Local Plus	Employee	\$523.00	\$523	*	*
	Employee + Child	\$863.00	\$797	\$65.83	\$32.91
	Employee + Spouse	\$1,125.00	\$1,005	\$119.76	\$59.88
	Family	\$1,360.00	\$1,221	\$139.43	\$69.71
Cigna Open Access	Employee	\$588.00	\$523	\$65.00	\$32.50
	Employee + Child	\$928.00	\$797	\$130.83	\$65.41
	Employee + Spouse	\$1,255.00	\$1,005	\$249.76	\$124.88
	Family	\$1,490.00	\$1,221	\$269.43	\$134.71

\* BCBS and Cigna Local Plus Single CDHP will also have a TCS contribution to employee HSA of \$86 monthly

\*Cigna Open Access CDHP/HSA will also have a TCS contribution to employee HSA of \$21 monthly

## Personnel - September 2022

### Hires

Kate McMellon	B-A	Educational Assistant	09/19/2022
Holly Carroll	CSS	Daycare/Part-Time	09/12/2022
Haley Mosley	CSS	Daycare/Part-Time	09/19/2022
Becky Nail	CSS	Daycare/Part-Time	09/14/2022
Lesley Rader	CSS	Daycare/Part-Time	08/12/2022
Angela Uselton	CSS	Daycare/Part-Time	08/15/2022
Brandon Roy	B-A/JTF	Custodian	09/06/2022
Steve Berry	EMS	Sped EA	9/19/2022
Roger Philpot	EMS	Custodian	09/06/2022
Jessica Skala	JTF	Custodian	08/24/2022
Stephanie Lawson	REL	Part Time EA	09/12/2022
James (Eric) Feuerbacher	THS	Girls Wrestling Coach	09/01/2022
Jacqueline Turner	THS	Custodian	09/12/2022

### Resignations

Max Trail	B-A	Custodian	09/09/2022
Audrey Yates	ELE	Art Teacher	09/30/2022
Angel Villalta	EMS	Nutrition Worker	09/30/2022
Jennifer Berk	THS	Educational Assistant	08/31/2022
Dawn Bethea	THS	Main Office Secretary	09/30/2022
Shara Gonzales	THS	Nutrition Worker/Part Time	08/09/2022
Derrick McGee	THS	Custodian	08/19/2022
Steven Sliger	THS	Sped Teacher/CDC	09/09/2022

### Retirements

Dot Boyles	THS	Nutrition Secretary	09/09/2022
Jerry Flippo	THS	Custodian	08/31/2022

**Transfers**

Angel Stidham	ADMIN-CAFE	HR Assistant-Bookkeeper Nutrition	08/29/2022
Anthony Johnson	EMS-CAFE	EA-Nutrition Floating Manager	09/12/2022

REVENUE	FY23	FY23
ACCOUNT NUMBER	Budgeted	Actual
		Thru Aug
UNDESIGNATED FUND BALANCE	3,184,750	0
<b>40100 COUNTY TAXES</b>		
40110 CURRENT PROPERTY TAX-COFFEE CO.	5,990,236	13
40111 CURRENT PROPERTY TAX -FRANKLIN CO.	190,000	0
40120 TRUSTEE'S COLLECTION-PRIOR YEAR	160,000	9,686
40130 CIRCUIT CLERK/C&M-PRIOR YEAR	38,000	2,578
40140 INTEREST & PENALTY	42,000	1,730
40161 PAYMENTS IN LIEU-TVA	100,000	0
<b>TOTALS ACCOUNT NUMBER 40100</b>	<b>6,520,236</b>	<b>14,006</b>
<b>40600 CITY SCHOOL DISTRICT REVENUES</b>		
40710 LOCAL OPTION SALES TAX	5,037,257	661,002
<b>TOTALS ACCOUNT NUMBERS 40600/40700</b>	<b>5,037,257</b>	<b>661,002</b>
<b>41000 LICENSES &amp; PERMITS</b>		
41110 MARRIAGE LICENSES	1,300	197
<b>TOTALS ACCOUNT NUMBER 41000</b>	<b>1,300</b>	<b>197</b>
<b>43000 CHARGES FOR SERVICES</b>		
43511 TUITION-REGULAR DAY STUDENTS	196,476	32,870
43570 RECEIPTS FROM INDIVIDUAL SCHOOLS	60,000	
43990 OTHER CHARGES FOR SERVICES		
<b>TOTALS ACCOUNT NUMBER 43000</b>	<b>256,476</b>	<b>32,870</b>
<b>44000 OTHER LOCAL REVENUE</b>		
44110 INTEREST EARNED	25,000	13,874
44170 OTHER REVENUE	0	689
44520 INSURANCE RECOVERY	0	0
44530 SALE OF EQUIPMENT	0	50
44560 DAMAGES RECOVERED FROM INDIVIDUALS	0	0
44570 CONTRIBUTIONS & GIFTS	25,000	0
44570 CONTRIBUTIONS & GIFTS - TEF	0	20,000
44900 CITY LIQUOR TAX	45,240	0
<b>TOTALS ACCOUNT NUMBER 44000</b>	<b>95,240</b>	<b>34,613</b>
<b>46500 STATE EDUCATION FUNDS</b>		
46511 BASIC EDUCATION PROGRAM	19,326,000	1,932,600
46515 PRE-K	373,728	0
46590 OTHER STATE EDUCATION FUNDS-CSH	95,000	0
46592 INTERNET CONNECTIVITY	0	0
46595 STUDENT MANAGEMENT SYSTEM	0	0
46610 CAREER LADDER	60,000	0
<b>TOTALS ACCOUNT NUMBER 46500</b>	<b>19,854,728</b>	<b>1,932,600</b>



<b>EXPENDITURES</b>	<b>FY23</b>	<b>FY23</b>
<b>ACCOUNT NUMBER</b>	<b>Budgeted</b>	<b>Actual</b>
		<b>Thru Aug</b>
<b>71100 REGULAR EDUCATIONAL PROGRAM</b>		
116 TEACHERS	12,157,820	1,022,261
117 CAREER LADDER	30,548	2,496
163 EDUCATIONAL ASSISTANTS	1,044,387	79,349
195 SUBSTITUTE TEACHERS	260,871	53,468
201 SOCIAL SECURITY	772,100	67,196
204 STATE RETIREMENT	1,154,939	90,845
206 LIFE INSURANCE	24,200	1,721
207 MEDICAL INSURANCE	2,134,290	167,004
208 DENTAL INSURANCE	61,072	4,897
299 VISION INSURANCE	22,248	1,767
212 MEDICARE	182,376	15,832
355 TRAVEL	30,000	1,042
429 INSTRUCTIONAL SUPPLIES & MATERIALS	270,000	39,256
449 TEXTBOOKS	400,000	43,002
599 OTHER CHARGES	100,000	70,735
722 REGULAR INSTRUCTIONAL EQUIPMENT	791,000	320,339
<b>TOTAL 71100 ACCOUNT</b>	<b>19,435,850</b>	<b>1,981,211</b>
<b>71200 SPECIAL EDUCATION PROGRAM</b>		
116 TEACHERS	1,727,649	139,064
117 CAREER LADDER	3,000	375
162 CLERICAL PERSONNEL	39,087	3,220
163 EDUCATIONAL ASSISTANTS	826,417	61,733
171 SPEECH PATHOLOGISTS	87,666	4,417
189 OTHER SALARIES	0	0
195 SUBSTITUTE TEACHERS	64,766	723
201 SOCIAL SECURITY	152,972	12,250
204 STATE RETIREMENT	187,614	15,643
206 LIFE INSURANCE	5,463	434
207 MEDICAL INSURANCE	498,806	38,769
208 DENTAL INSURANCE	16,622	1,254
212 MEDICARE	38,000	2,872
299 VISION INSURANCE	5,893	452
312 CONTRACTS WITH PRIVATE AGENCIES	60,000	19,418
355 TRAVEL	0	10
399 OTHER CONTRACTED SERVICES	0	0
429 INSTRUCTIONAL SUPPLIES & MATERIALS	30,000	6,604
499 OTHER INSTRUCTIONAL SUPPLIES	32,500	1,651
599 OTHER CHARGES	32,500	878
725 SPECIAL EDUCATION EQUIPMENT	10,000	3,393
APPROX AMOUNT FROM SPED TRANSFER		
<b>TOTAL 71200 ACCOUNT</b>	<b>3,818,957</b>	<b>313,161</b>

<b>71300 VOCATIONAL EDUCATION PROGRAM</b>		
116 TEACHERS	498,230	41,180
117 CAREER LADDER	1,062	83
201 SOCIAL SECURITY	28,280	2,359
204 STATE RETIREMENT	45,912	3,548
206 LIFE INSURANCE	703	61
207 MEDICAL INSURANCE	86,366	6,769
208 DENTAL INSURANCE	2,120	176
299 VISION INSURANCE	752	62
212 MEDICARE	6,614	552
355 TRAVEL	12,000	0
429 INSTRUCTIONAL SUPPLIES AND MATERIALS	15,000	0
599 OTHER CHARGES	5,000	250
730 VOC EQUIPMENT		0
<b>TOTAL 71300 ACCOUNT</b>	<b>702,040</b>	<b>55,039</b>
<b>72110 ATTENDANCE</b>		
105 SUPERVISOR/DIRECTOR	96,426	8,036
201 SOCIAL SECURITY	5,937	495
204 STATE RETIREMENT	9,932	698
206 LIFE INSURANCE	100	8
207 MEDICAL INSURANCE	6,800	558
208 DENTAL INSURANCE	0	22
299 VISION INSURANCE	100	8
212 MEDICARE	1,325	116
355 TRAVEL	3,675	0
499 OTHER SUPPLIES AND MATERIALS	2,500	0
599 OTHER CHARGES		620
<b>TOTAL 72110 ACCOUNT</b>	<b>126,795</b>	<b>10,560</b>
<b>72120 HEALTH SERVICES</b>		
131 NURSES	473,551	36,776
201 SOCIAL SECURITY	27,197	2,084
204 STATE RETIREMENT	25,768	2,682
206 LIFE INSURANCE	0	61
207 MEDICAL INSURANCE	85,464	8,064
208 DENTAL INSURANCE	2,154	176
299 VISION INSURANCE	764	62
212 MEDICARE	6,360	487
413 DRUGS AND MEDICAL SUPPLIES	35,000	2,048
499 OTHER CHARGES	5,000	3,819
<b>TOTAL 72120 ACCOUNT</b>	<b>661,258</b>	<b>56,260</b>
<b>72130 OTHER STUDENT SUPPORT</b>		
117 CAREER LADDER	2,000	0
123 GUIDANCE PERSONNEL	604,709	49,992
161 SECRETARY	33,597	2,768
201 SOCIAL SECURITY	37,415	3,073
204 STATE RETIREMENT	60,944	4,352
206 LIFE INSURANCE	858	76

207 MEDICAL INSURANCE	84,422	7,443
208 DENTAL INSURANCE	2,313	198
299 VISION INSURANCE	915	78
212 MEDICARE	8,751	719
312 CONTRACTS W/PRIVATE AGENCIES	48,000	8,000
322 EVALUATION AND TESTING	15,000	0
524 STAFF DEVELOPMENT		340
<b>TOTAL 72130 ACCOUNT</b>	<b>898,924</b>	<b>77,039</b>
<b>72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.</b>		
105 SUPERVISOR/DIRECTOR	113,089	18,848
117 CAREER LADDER	3,000	333
129 LIBRARIANS	249,716	22,924
161 SECRETARY	59,657	10,124
201 SOCIAL SECURITY	25,154	3,093
204 STATE RETIREMENT	37,674	3,963
206 LIFE INSURANCE	500	58
207 MEDICAL INSURANCE	46,288	5,587
208 DENTAL INSURANCE	1,510	176
299 VISION INSURANCE	550	62
212 MEDICARE	5,882	723
308 CONSULTANTS	0	0
432 LIBRARY BOOKS	50,000	0
524 STAFF DEVELOPMENT	6,000	741
599 OTHER CHARGES		
<b>TOTAL 72210 ACCOUNT</b>	<b>599,021</b>	<b>66,632</b>
<b>72220 SPECIAL EDUCATION PROGRAM</b>		
105 SUPERVISOR/DIRECTOR	111,754	18,630
117 CAREER LADDER	0	0
124 PSYCHOLOGIST	70,417	2,708
189 OTHER SALARIES	259,275	24,658
201 SOCIAL SECURITY	19,833	2,566
204 STATE RETIREMENT	20,292	3,115
206 LIFE INSURANCE	415	52
207 MEDICAL INSURANCE	38,596	4,617
208 DENTAL INSURANCE	1,247	152
212 MEDICARE	4,648	600
299 VISION INSURANCE	442	54
355 TRAVEL	5,000	0
399 OTHER CONTRACTED SERVICES	35,000	0
524 STAFF DEVELOPMENT	34,000	3,345
<b>TOTAL 72220 ACCOUNT</b>	<b>600,919</b>	<b>60,497</b>
<b>72250 TECHNOLOGY</b>		
105 SUPERVISOR/DIRECTOR	114,590	19,099
117 CAREER LADDER	1,000	0
163 EDUCATIONAL ASSISTANTS	342,312	58,069
201 SOCIAL SECURITY	27,253	4,632
204 STATE RETIREMENT	33,496	6,166

206 LIFE INSURANCE	623	106
207 MEDICAL INSURANCE	53,625	8,848
208 DENTAL INSURANCE	1,883	308
212 MEDICARE	6,374	1,083
299 VISION INSURANCE	667	109
355 TRAVEL	5,000	152
435 OFFICE SUPPLIES	1,000	316
524 STAFF DEVELOPMENT	3,500	0
599 OTHER CHARGES	10,000	0
<b>TOTAL 72250 ACCOUNT</b>	<b>601,324</b>	<b>98,889</b>
<b>72310 GENERAL ADMIN/BD OF EDUCATION</b>		
191 DIRECTOR'S FEE	8,400	1,400
118 SECRETARY TO BOARD	0	0
201 SOCIAL SECURITY	600	5
205 HSA FRINGE	65,000	0
206 LIFE INSURANCE	2,261	507
207 MEDICAL INSURANCE	150,000	23,786
208 DENTAL INSURANCE	11,250	3,023
299 VISION INSURANCE	3,189	781
210 UNEMPLOYMENT COMPENSATION	10,000	0
211 LOCAL RETIREMENT	600,000	2,773
212 MEDICARE	2,200	1
217 HYBRID RETIREMENT STABILIZATION	100,000	0
305 AUDIT SERVICES	30,000	0
320 DUES AND MEMBERSHIP	18,000	9,472
331 LEGAL SERVICES	35,000	2,245
355 TRAVEL	15,000	601
506 LIABILITY INSURANCE	208,600	208,552
508 PREMIUM ON CORP. SURETY BONDS	2,500	0
510 TRUSTEE COMMISSION	147,000	0
513 WORKMEN'S COMPENSATION	142,000	141,413
599 OTHER CHARGES	20,000	7,616
<b>TOTAL 72310 ACCOUNT</b>	<b>1,570,999</b>	<b>402,175</b>
<b>72320 OFFICE OF THE SUPERINTENDENT</b>		
101 ADMINISTRATIVE OFFICER	178,448	30,741
161 SECRETARY	72,532	12,089
201 SOCIAL SECURITY	13,959	2,649
204 STATE RETIREMENT	18,592	3,034
206 LIFE INSURANCE	179	30
207 MEDICAL INSURANCE	618	100
208 DENTAL INSURANCE	539	88
299 VISION INSURANCE	191	31
212 MEDICARE	3,640	619
307 COMMUNICATIONS	150,000	12,977
348 POSTAL CHARGES	2,000	149
435 OFFICE SUPPLIES	7,000	1,167
524 STAFF DEVELOPMENT	18,000	1,033
599 OTHER CHARGES	10,000	5,647

<b>TOTAL 72320 ACCOUNT</b>	<b>475,698</b>	<b>70,355</b>
<b>72410 OFFICE OF THE PRINCIPAL</b>		
103 ASSISTANT PRINCIPALS	383,868	27,784
104 PRINCIPALS	876,031	132,650
117 CAREER LADDER	3,000	583
161 SECRETARIES	230,060	27,510
201 SOCIAL SECURITY	83,204	11,113
204 STATE RETIREMENT	122,835	15,012
206 LIFE INSURANCE	1,528	198
207 MEDICAL INSURANCE	175,016	21,485
208 DENTAL INSURANCE	4,605	572
299 VISION INSURANCE	1,633	203
212 MEDICARE	20,000	2,599
435 OFFICE SUPPLIES	25,000	175
524 STAFF DEVELOPMENT	0	94
<b>TOTAL 72410 ACCOUNT</b>	<b>1,926,779</b>	<b>239,978</b>
<b>72510 FISCAL SERVICES</b>		
105 SUPERVISOR/DIRECTOR	121,568	20,261
119 BOOKKEEPERS	174,869	29,548
201 SOCIAL SECURITY	17,385	2,952
204 STATE RETIREMENT	16,723	3,273
206 LIFE INSURANCE	356	61
207 MEDICAL INSURANCE	31,726	5,196
208 DENTAL INSURANCE	1,077	176
299 VISION INSURANCE	382	62
212 MEDICARE	4,066	690
399 OTHER CONTRACTED SERVICES	45,000	28,448
435 OFFICE SUPPLIES	3,000	2,143
524 STAFF DEVELOPMENT	1,500	83
<b>TOTAL 72510 ACCOUNT</b>	<b>417,652</b>	<b>92,894</b>
<b>72520 HR/PERSONNEL</b>		
105 SUPERVISOR/DIRECTOR	128,972	23,040
162 CLERICAL PERSONNEL	112,070	19,019
201 SOCIAL SECURITY	14,764	2,553
204 STATE RETIREMENT	21,662	3,478
206 LIFE INSURANCE	267	46
207 MEDICAL INSURANCE	24,218	4,012
208 DENTAL INSURANCE	808	132
299 VISION INSURANCE	286	47
212 MEDICARE	3,453	597
355 TRAVEL	4,000	0
499 OTHER SUPPLIES AND MATERIALS	2,550	733
599 OTHER CHARGES	32,135	8,222
<b>TOTAL 72110 ACCOUNT</b>	<b>345,184</b>	<b>61,879</b>
<b>72610 OPERATION OF PLANT</b>		

166 CUSTODIAL PERSONNEL	793,885	118,805
201 SOCIAL SECURITY	46,947	7,033
204 STATE RETIREMENT	28,017	6,274
206 LIFE INSURANCE	2,100	350
207 MEDICAL INSURANCE	185,519	29,553
208 DENTAL INSURANCE	6,488	1,034
299 VISION INSURANCE	2,300	367
212 MEDICARE	10,979	1,645
399 OTHER CONTRACTED SERVICES	500,000	84,818
410 CUSTODIAL SUPPLIES	150,000	10,475
415 ELECTRICITY	925,000	215,756
434 NATURAL GAS	110,000	4,464
454 WATER AND SEWER	85,000	12,300
<b>TOTAL 72610 ACCOUNT</b>	<b>2,846,235</b>	<b>492,872</b>
<b>72620 MAINTENANCE OF PLANT</b>		
189 OTHER SALARIES	546,214	88,284
201 SOCIAL SECURITY	32,850	5,304
204 STATE RETIREMENT	16,531	4,889
206 LIFE INSURANCE	1,000	167
207 MEDICAL INSURANCE	83,927	14,756
208 DENTAL INSURANCE	2,814	440
299 VISION INSURANCE	998	172
212 MEDICARE	7,683	1,240
335 MAINTENANCE AND REPAIR OF BLDGS	460,000	21,925
336 MAINTENANCE AND REPAIR OF EQUIP	150,000	13,143
499 OTHER SUPPLIES	500	70
717 MAINTENANCE EQUIPMENT	15,000	3,457
<b>TOTAL 72620 ACCOUNT</b>	<b>1,317,517</b>	<b>153,847</b>
<b>72710 TRANSPORTATION</b>		
146 BUS DRIVERS	84,283	10,622
189 OTHER SALARIES AND WAGES	77,452	7,006
201 SOCIAL SECURITY	10,327	1,081
204 STATE RETIREMENT	6,882	830
206 LIFE INSURANCE	100	8
207 MEDICAL INSURANCE	3,785	0
208 DENTAL INSURANCE	400	44
299 VISION INSURANCE	200	16
212 MEDICARE	1,800	253
338 MAINTENANCE AND REPAIR OF VEHICLES	30,000	2,391
425 GASOLINE	30,000	2,358
511 VEHICLE INSURANCE	0	0
599 OTHER CHARGES	0	770
717 TRANSPORTATION EQUIPMENT	189,606	0
<b>TOTAL 72710 ACCOUNT</b>	<b>434,834</b>	<b>25,378</b>
<b>76100 REGULAR CAPITAL OUTLAY</b>		
707 BUILDING IMPROVEMENTS	3,184,750	818,496
<b>TOTAL 76100 ACCOUNT</b>	<b>3,184,750</b>	<b>818,496</b>

22-23 GEN PURPOSE BUDGET

9/9/2022

<b>TOTAL EXPENDITURES GENERAL PURPOSE FD</b>	<b>39,964,734</b>	<b>5,077,162</b>