

GMSD Work Session

June 4, 2020 5:30 PM

Electronic / Virtual Meeting

1. Revision of Policy after Second Reading
2. Miscellaneous FY2019-20 Budget Amendment # 22
3. GMSD FY 2020-2021 General Fund Budget after Second Reading/Final Reading
4. GMSD FY 2020-2021 Federal, Capital, Cafeteria, Health Insurance and OPEB Budgets after First Reading,
5. Selection of Food Service Management Company for 2020-21 school year
6. Further Business

Germantown Municipal School District

Monitoring: Review: Annually, in May	Descriptor Term: Family and Medical/ Military Caregiver Leave	Descriptor Code: 5.305	Issued Date: 06/04/20
		Rescinds:	Issued: 01/30/17

1 **PURPOSE**

2 To entitle employees to take reasonable leave for medical reasons, for the birth or adoption of a child,
3 and for the care of a child, spouse or parent who has a serious health condition.

4 **ELIGIBILITY**

5 Anyone who has been employed for at least twelve (12) months by the school system and has at least
6 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for
7 purposes of FMLA eligibility) during the previous twelve-month period.

8 **GENERAL PRINCIPLES OF FMLA LEAVE**

9 1. Any eligible employee shall be granted, upon request, up to twelve (12) weeks unpaid leave for
10 the following:

- 11 a. the birth or adoption of their child;
- 12 b. for bonding time with their healthy, newborn child beginning on the date of birth;
13 however, an eligible employee may not, after the birth, use intermittent or reduced
14 schedule leave to bond with their healthy, newborn child;
- 15 c. for the care of their child, spouse, or parent who has a serious health condition;
- 16 d. for qualifying exigencies arising out of the fact that the employee's spouse, child, or
17 parent is on active duty, or has been notified of an impending call or order to active duty,
18 in support of a contingency operation;

19 "Qualifying exigencies" include:

- 20 (1) Issues arising from a covered service member's short notice deployment (*i.e.*,
21 less days of notice) for a period of seven (7) days from the date of notification;
- 22 (2) Military events and related activities, such as official ceremonies, programs,
23 or events sponsored by the military or family support or assistance programs
24 and informational briefings sponsored or promoted by the military, military
25 service organizations, or the American Red Cross that are related to the active
26 duty or call to active duty status of a covered service member;

- 1 (3) Making or updating financial and legal arrangements to address a covered
2 service member's absence;
 - 3 (4) Attending counseling provided by someone other than a health care provider
4 for oneself, the covered service member, or the child of the covered service
5 member, the need for which arises from the active duty or call to active duty
6 status of the covered service member;
 - 7 (5) Taking up to fifteen (15) days of leave to spend time with a covered service
8 member who is on short-term temporary, rest and recuperation leave during
9 deployment;
 - 10 (6) Attending to certain post-deployment activities, including attending arrival
11 ceremonies, reintegration briefings and events, and other official ceremonies
12 or programs sponsored by the military for a period of ninety (90) days
13 following the termination of the covered service member's active duty status,
14 and addressing issues arising from the death of a covered service member;
15 and
 - 16 (7) Any other event that the employee and employer agree is a qualifying
17 exigency.
- 18 e. because the employee's own serious health condition makes the employee unable to
19 perform the functions of his or her job.
- 20 2. An expectant employee is entitled to up to twelve (12) weeks of FMLA leave for incapacity due
21 to pregnancy, for prenatal care, or for her own serious health condition following the birth of a
22 child. An expectant mother may take FMLA leave before the birth of a child for prenatal care or
23 if her condition makes her unable to work. The expectant employee is entitled to leave for
24 incapacity due to pregnancy even though the employee does not receive treatment from a health
25 care provider during the absence, and even if the absence does not last for more than three (3)
26 consecutive calendar days.
- 27 A spouse of the expectant employee is entitled to up to twelve (12) weeks of FMLA leave if
28 needed to care for a pregnant spouse who is incapacitated or if needed to care for the expectant
29 employee following the birth of a child if the delivering spouse has a serious health condition.
- 30 3. Medical certification may be required by the Superintendent when determining the FMLA leave
31 period.
 - 32 4. Requests for leaves and extension of leaves shall conform to all state and federal laws governing
33 all leaves of absence.

34 **MILITARY CAREGIVER LEAVE**

35 An eligible employee who is a spouse, child, parent, or next of kin of a covered service member or
36 covered veteran with a serious injury or illness shall be granted up to a total of twenty-six (26)
37 workweeks of unpaid leave during a "single 12-month period" to care for the covered service member

1 or covered veteran. A covered service member is a current member of the Armed Forces, including a
2 member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or
3 therapy, is otherwise in out-patient status, or is otherwise on the temporary disability retired list, for a
4 serious injury or illness. A covered veteran is an individual who was a member of the Armed Forces at
5 any time during the period of five (5) years preceding the date of the medical treatment, recuperation, or
6 therapy that has a serious injury or illness who is currently receiving medical treatment, recuperation, or
7 therapy.

8 For covered service members, a serious injury or illness is one that was incurred by a service member in
9 the line of duty on active duty that may render the service member medically unfit to perform the duties
10 of his or her office, grade, rank, or rating. For covered veterans, a serious injury or illness is defined as:

- 11 i. A continuation of a serious injury or illness that was incurred or aggravated in the line of
12 duty while on active duty that rendered the veteran unable to perform the duties of the
13 veteran's office, grade, rank, or rating;
- 14 ii. A physical or mental condition for which the veteran has received a U.S. Department of
15 Veterans Affairs Service Related Disability Rating (VASRD) of fifty percent (50%) or higher
16 and such VASRD rating is based, in whole or in part, on the condition precipitating the need
17 for military caregiver leave;
- 18 iii. A physical or mental condition that substantially impairs the veteran's ability to secure or
19 follow a substantially gainful occupation by reason of a disability or disabilities related to
20 military service, or would do so absent treatment; or
- 21 iv. An injury, including a psychological injury, on the basis of which the veteran has been
22 enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for
23 Family Caregivers.

24 The "single 12-month period" for leave to care for a covered service member or covered veteran with a
25 serious injury or illness begins on the first day the employee takes leave for this reason and ends twelve
26 (12) months later, regardless of the twelve (12) month period established by the employer for other types
27 of FMLA leave. An eligible employee is limited to a combined total of twenty-six (26) workweeks of
28 leave to provide care for a covered service member. The maximum of twenty-six (26) workweeks may
29 include no more than twelve (12) workweeks of leave that is taken for the birth and care of a newborn
30 child, for placement of a child for adoption or foster care, for care of a parent who has a serious health
31 condition, or for the employee's own serious health condition.

32 **RESTRICTIONS**

- 33 1. For foreseeable leave, the employee shall provide the GMSD Human Resources Department with
34 at least thirty (30) days written notice before the beginning of the anticipated leave.
- 35 2. The Superintendent may require that a request for leave be supported by certification issued by a
36 health care provider with the following information:
 - 37 a. the date on which the serious health condition commenced;
 - 38 b. the probable duration of the condition;

- 1 c. the appropriate medical facts within the knowledge of the health care provider regarding
- 2 the condition; and
- 3 d. a statement that the eligible employee is needed to care for the son, daughter, spouse or
- 4 parent and an estimate of the amount of time that such employee is needed.

5 3. If there is any reason to doubt the validity of the certification provided, the Superintendent may

6 require, at the expense of the school system, an opinion of a second health care provider.

7 4. Once it has been established that the leave requested qualifies for FMLA, the Superintendent/

8 designee shall notify the employee within two (2) business days (absent extenuating

9 circumstances) that:

10 *Any leave taken pursuant to state leave statutes (paid vacation leave, personal leave, sick*

11 *leave or worker's compensation) shall run concurrently with FMLA leave.*

12 The notice may be given orally or in writing. If the notice is oral, it shall be confirmed in

13 writing, no later than the following pay day.

14 5. Intermittent Leave –

15 a. Intermittent leave may be taken for a serious health condition of a spouse, parent, son or

16 daughter, for the employee's own serious health condition or a serious injury or illness of

17 a covered servicemember which requires treatment by a healthcare provider periodically,

18 rather than for one (1) continuous period of time, and may include leave of periods from

19 an hour or more to several weeks.

20 b. Intermittent or reduced scheduled leave may be taken for absences where the employee

21 or family member is incapacitated or unable to perform the essential functions of the

22 position because of a chronic serious health condition or a serious injury or illness of a

23 covered servicemember, even if he or she does not receive treatment by a healthcare

24 provider.

25 c. If an eligible instructional employee needs intermittent leave or leave on a reduced leave

26 schedule to care for a family member with a serious health condition, to care for a covered

27 servicemember, or for the employee's own serious health condition, which is foreseeable

28 based on planned medical treatment, and the employee would be on leave for greater than

29 twenty percent (20%) of the total number of working days over the period during which

30 the leave would extend, the school may require that such employee elect either to take

31 the leave for periods of a particular duration, not to exceed the duration of the planned

32 medical treatment or to transfer temporarily to an available alternative position offered

33 by the school system for which the employee is qualified, and that has equivalent pay and

34 benefits and better accommodates recurring periods of leave.

35 6. Period Near the End of an Academic Term (Professional Employees) - If leave is taken more

36 than five (5) weeks prior to the end of the term, the Superintendent may require the employee to

37 continue taking leave until the end of the term if the leave is at least three (3) weeks of duration

38 and the return of employment would occur during the three (3) week period before the end of the

39 term.

1 If the leave is taken five (5) weeks prior to the end of the term, the Superintendent may require
2 the employee to continue taking leave until the end of the term if the leave is greater than two (2)
3 weeks duration and the return to employment would occur during the two (2) week period before
4 the end of the term.

5 7. Tennessee Law - Leave for Adoption, Pregnancy, Childbirth and Infant Nursing - Any employee
6 eligible under Tennessee law who requests leave due to pregnancy, childbirth, nursing an infant,
7 or adoption shall be granted up to four (4) months unpaid leave. Said leave shall run concurrently
8 with the employee's FMLA leave.

9 8. Any employee on maternity/paternity leave shall be permitted to use accumulated sick leave and
10 annual leave for maternity or paternity leave for a period not to exceed the employee's
11 accumulated sick leave and annual leave balances or twelve (12) weeks, whichever is less.

12 However, to be eligible to use sick leave ~~and~~ **as** maternity or paternity leave, the employee must
13 submit a written request that includes a statement from the attending physician indicating the
14 expected date of confinement, no later than the end of the fifth month of pregnancy. Upon
15 verification by a written statement from an adoption agency or other entity handling an adoption,
16 an employee may be allowed to use up to thirty (30) days of accumulated sick leave for the
17 adoption of a child. If both parents are employees, only one (1) parent is entitled to use sick
18 leave for maternity or paternity leave.

19 9. Spouses who are both eligible employees of the school district are limited to a combined total of
20 twelve (12) workweeks of FMLA leave in a single twelve (12) month period if the leave is taken
21 for the birth of their child or to care for their newborn child after birth, for placement of a child
22 for adoption or foster care, or to care for a parent who has a serious health condition. However,
23 spouses who are both eligible employees of the school district may each take twelve (12) weeks
24 of FMLA leave if needed to care for their newborn child with a serious health condition, provided
25 they have not exhausted their entitlements during the applicable twelve (12) month FMLA
26 period.

27 **REQUIREMENTS OF THE BOARD**

- 28 1. The employee shall be restored to the same position of employment or an equivalent position
29 with no loss of benefits, pay or other terms of employment.
- 30 2. The employee shall be kept under any group health plan for the duration of the leave.
- 31 3. The Board may recover the premium paid under the following conditions:
- 32 a. the employee fails to return from leave after the period of leave has expired; or
33 b. the employee fails to return to work for a reason other than the continuation, recurrence,
34 or onset of a serious health condition or other circumstances beyond the control of the
35 employee.

Family and Medical Leave Act 1993

T.C.A. § 4-21-408

T.C.A. § 49-5-702

T.C.A. § 49-5-710

29 CFR § 825.120

29 CFR § 825.127

29 CFR § 825.202

29 CFR § 825.207

29 CFR § 825.306

29 CFR § 825.601



Germantown Municipal School District Budget Amendment

Fiscal Year: 2019 - 2020

Amendment # 22

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
142-47143	IDEA Technology Partnership Grant Revenues	-	-	5,510	5,510
142-71200-429	Instructional Materials and Supplies	-	-	4,510	4,510
142-72220-524	In-service/Staff Development	-	-	1,000	1,000

REASON FOR AMENDMENT:

To allocate funding for the IDEA Technology Partnership grant - project 892.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

_____ Budget revision is denied for the following reason(s):

_____ GMSD Board Chair _____ Date

_____ GMSD Superintendent _____ Date



2021 GMSD BUDGET REPORT

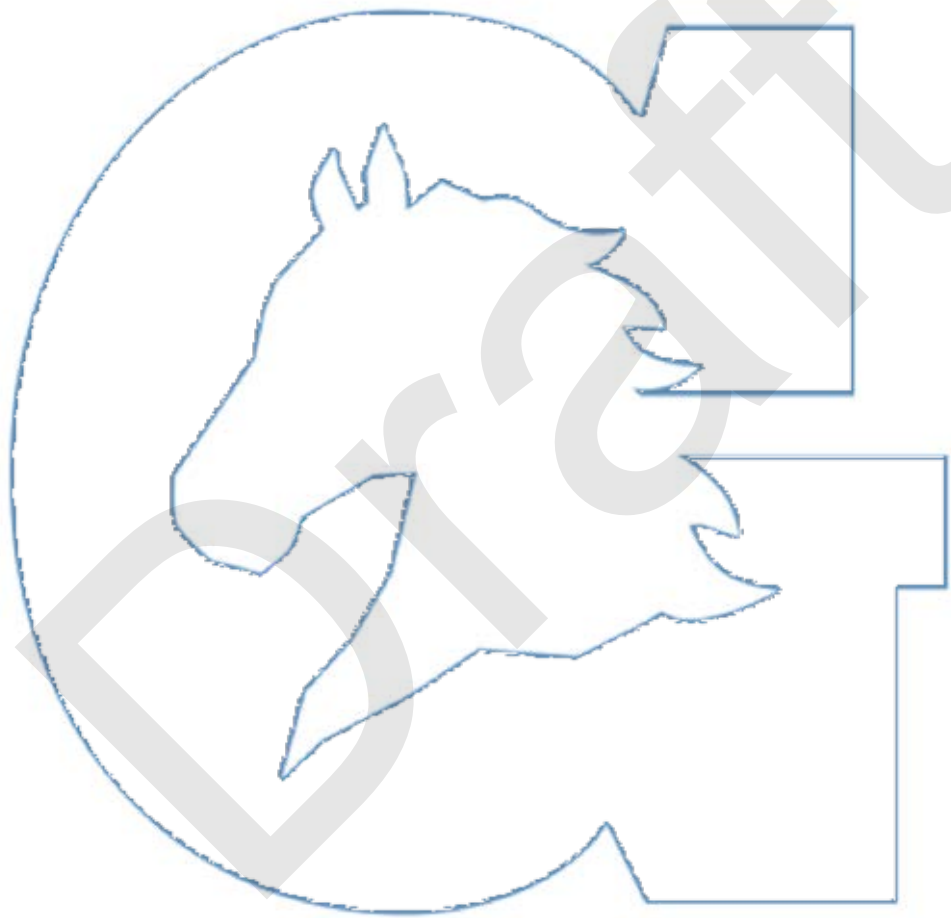
Second Reading – June 4, 2020

KEVIN JONES,
CHIEF FINANCIAL OFFICER

JOSH CATHEY,
DEPUTY SUPERINTENDENT

JASON MANUEL,
SUPERINTENDENT

REBECCA LUTER,
SCHOOL BOARD CHAIR





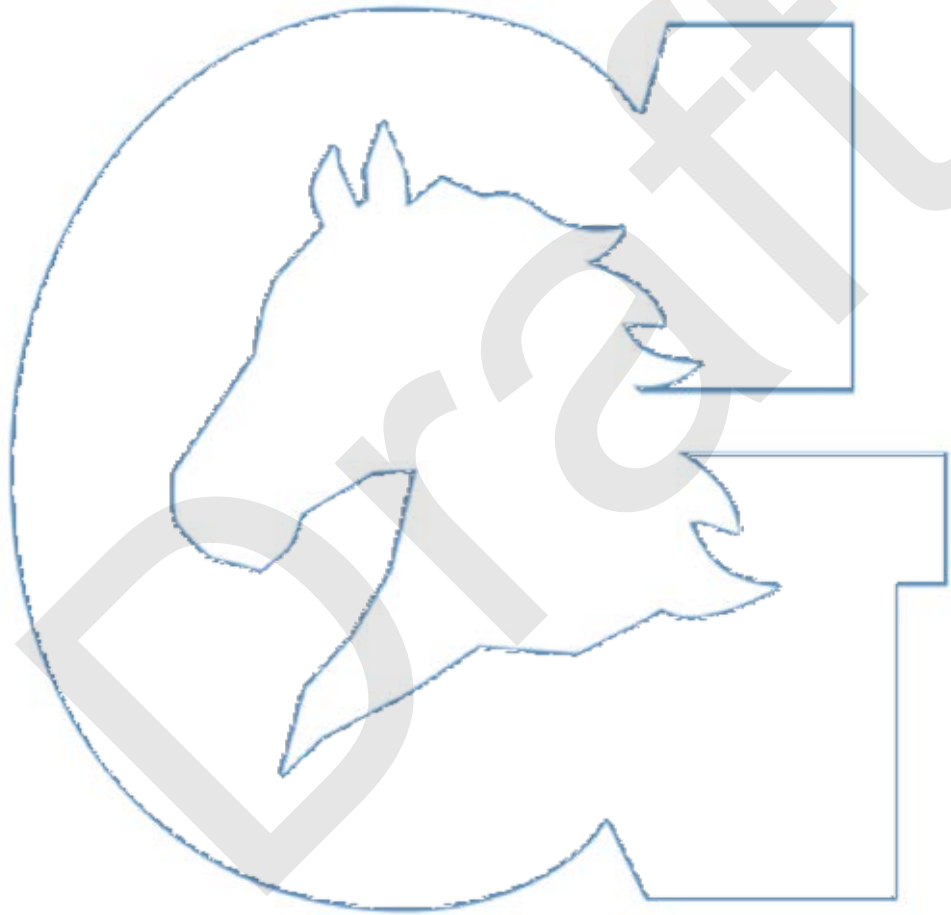
GERMANTOWN MUNICIPAL SCHOOL DISTRICT

BOARD OF EDUCATION

Rebecca Luter	Chair
Amy Eoff	Vice-Chair
Linda Fisher	Board member
Angela Griffith	Board member
Betsy Landers	Board member

ADMINISTRATION

Jason Manuel	Superintendent
Chauncey Bland	Assistant Superintendent, Student Services
Josh Cathey	Deputy Superintendent
Sarah Huffman	Assistant Superintendent, Exceptional Student Education
Kevin Jones	Chief Financial Officer
John Pierce	Director of Technology
Teresa Price	Assistant Superintendent of Teaching, Learning, and Assessment
Elissa Stratton	Executive Director of Human Resources



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SUPERINTENDENT & BOARD OF ED

Office of the Superintendent, Board of Ed. Services

Excellence. Always.

Our Germantown Municipal School District's focus is: to place students at the forefront of all our decisions; to respect our state department of education's plan and ambitions with Tennessee Succeeds; and to focus on developing a local public school system that excels in all academic and non-academic areas.

SCHOOL DISTRICT PROFILE

The Germantown Board of Education and the Germantown Municipal School District (GMSD) were established by the City of Germantown, TN in 2013. The first year of service to students began July 1, 2014. The 2020-21 budget represents expectations for GMSD in its seventh year of operation. This budget presents projected revenues and expenditures for GMSD based on current student enrollment and projected changes for the coming year.

GMSD is comprised of six schools; three K-5 (Dogwood, Farmington and Forest Hill), one K-8 (Riverdale), one 6-8 (Houston Middle), and one 9-12 (Houston High).

GMSD fosters a healthy learning environment for all students and offers a variety of extracurricular activities that promotes academics, arts, athletics, and citizenship in our students.

BUDGET HIGHLIGHTS

FUNDS

This budget includes the General Purpose Fund, which is the primary operating fund of the school system and accounts for financial resources of the District.

ENROLLMENT

The District's enrollment projections for 2020-21 are estimated using 2019-20 enrollment data and enrollment applications made during open enrollment for the 2020-21 school year. Projected enrollment for 2020-21 is 6,232.

REVENUES AND RESERVES

Changes in revenue for 2020-21 are as follows:

- State funds consist primarily of Basic Education Plan (BEP) funds and are estimated to increase by 4%, or \$1.1 million for 2020-21. This funding increase is primarily dedicated to salaries and related fringe benefits enhancements and to new instructional positions.
- With an expected decrease in sales tax revenues, \$3 million in reserves has been assigned to cover a projected shortfall of up to 45%. Mixed drink tax revenues have also been decreased by 25%, or \$42,000.

BUDGET HIGHLIGHTS

EXPENDITURE REDUCTIONS

Other Capital Outlay, Supplies and Materials, and Textbook accounts were to reduced by \$1.1 million to fund other district administrative budgets.

EXPENDITURES

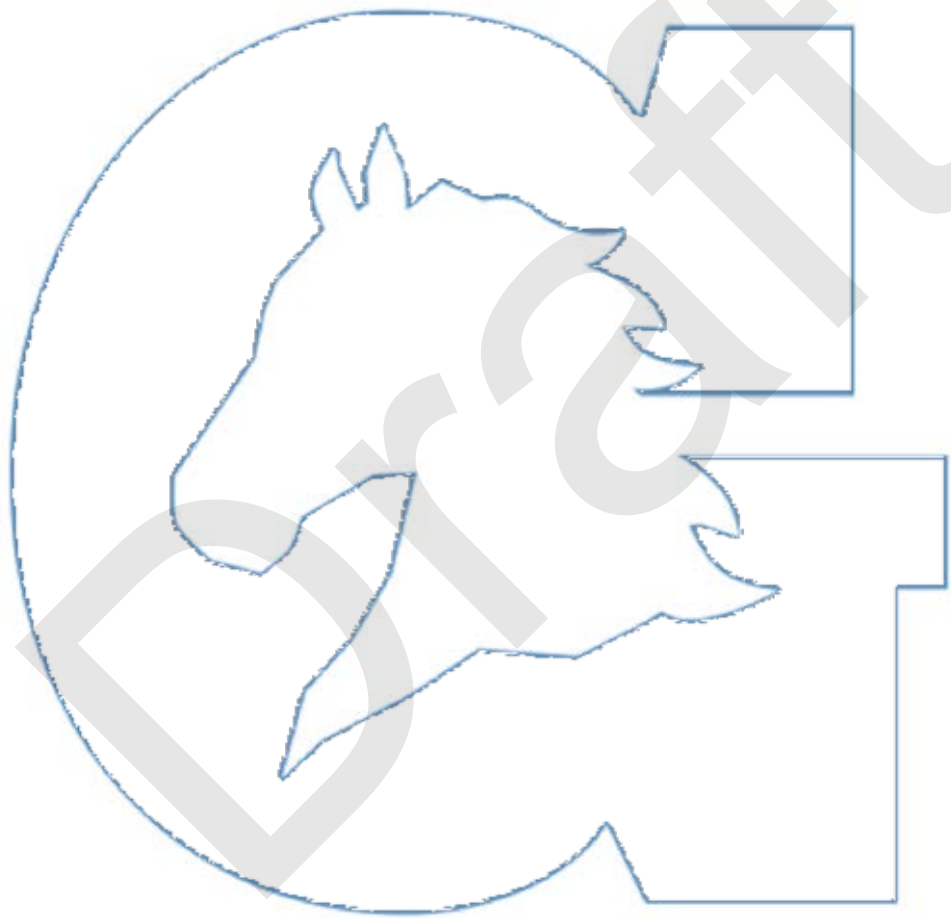
The following are highlights of the major changes in the FY 2021 budget.

HUMAN RESOURCES

- 2% COLA for all employees, \$811,000
- Upgrades to the regular and special education assistant pay scales, comparable to other local districts, \$294,000
- 3 growth regular education teaching positions, \$230,000
- 1 Assistant Principal at Forest Hill due to enrollment growth, \$102,000
- 2 regular education assistants at Forest Hill due to enrollment growth, \$53,000
- Coaching and fine arts supplemental compensation upgrades, \$112,000
- 1 SPED teacher at Forest Hill to meet service needs, \$76,000
- 0.8 speech therapist to meet service needs, \$61,000

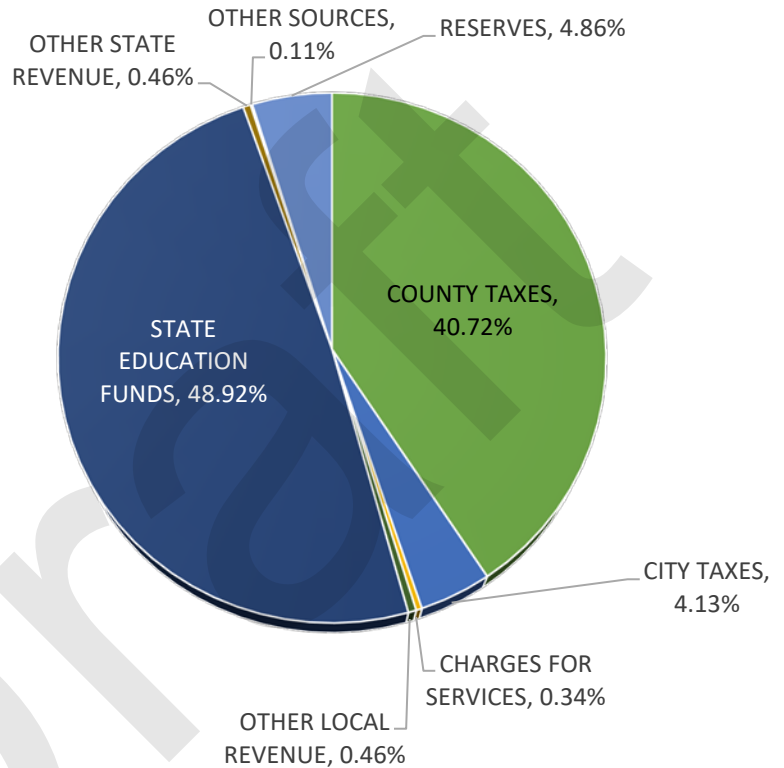
OPERATIONS

- Assumption of the SCS OPEB liability from the City of Germantown, \$356,000
- Additional costs for inpatient behavioral health services, \$20,000
- Additional administrative software costs, \$130,000
- Utilities, \$35,000 increase



GENERAL FUND REVENUES

2020-2021 Projections



Overview

The three major sources of revenues for GMSD are from the State of Tennessee, Shelby County, and the City of Germantown.

Subcategories

- State Education Funds
- County Taxes
- City Taxes
- Other State Revenues
- Other Local Revenues
- Charges for Services
- Other Sources

GENERAL FUND REVENUES

Subcategories

- State Education Funds
- County Taxes
- City Taxes
- Other State Revenues
- Other Local Revenues
- Charges for Services
- Other Sources

\$58,717,215

Revenue Sources

The three major sources of revenues for GMSD are from the State of Tennessee, Shelby County, and the City of Germantown.

The City of Germantown provides a \$2.55 million maintenance of effort payment to GMSD, an increase of \$42,000 for FY 2021.

County funds come from two primary sources, property and sales taxes. The County assesses a property tax rate that is earmarked for education. Educational revenues from the property tax distribution is shared between the municipal school districts and Shelby County Schools based on the weighted full-time equivalent average daily attendance (WFTEADA) formula developed by the Tennessee Department of Education. The WFTEADA percentage varies each year between school districts according to their share of the total enrollment in the County. Half of all local sales tax revenues collections is given to education and is distributed in the same manner as property taxes. For FY 2021, the District's share is 4.20 percent.

State funds consist primarily of Basic Education Plan (BEP) funds and are projected to increase by \$1.1 million for FY 2021. The Basic Education Plan (BEP) portion of State funds represents a preliminary estimate from the State based upon the FY 2020 average daily membership (ADM) of 6,083 students.

Funding is based on ADM weighted on the 2nd, 3rd, 6th, and 7th attendance periods. Formulas used to determine funding are total weighted student count multiplied by the per pupil allocation, per teacher allocation, staffing formulas and salary allocations, maintenance and operations square foot calculations, plus transportation allowances.

GENERAL FUND REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
40400	COUNTY TAXES	22,130,116	24,930,962	25,741,483
40800	CITY TAXES	2,549,581	2,507,297	2,496,607
43000	CHARGES FOR SERVICES	208,645	174,500	187,768
44000	OTHER LOCAL REVENUE	285,000	264,000	262,675
46000	STATE EDUCATION FUNDS	30,192,232	29,025,047	28,205,429
46800	OTHER STATE REVENUE	281,641	499,238	333,272
47100	FED FUNDS RCVD THRU STATE		-	44,030
49000	OTHER SOURCES	70,000	716,727	586,944
	RESERVES	3,000,000	8,071,624	-
REVENUES GRAND TOTAL:		<u>58,717,215</u>	<u>66,189,395</u>	<u>57,858,208</u>

STATE EDUCATION FUNDS

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
46511	Basic Education Program	29,996,000	28,820,047	27,996,207
46591	Coordinated School Health Grant	90,000	90,000	90,000
46610	Career Ladder Program	106,232	115,000	119,222
STATE EDUCATION FUNDS TOTAL:		30,192,232	29,025,047	28,205,429

Includes Germantown Municipal School District's share of the Basic Education Program (BEP) Funds, grants, and other flow-through state funds, such as Career Ladder.

COUNTY TAXES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
40110	Current County Property Tax	15,893,810	16,147,023	16,032,568
40120	Trustee Collection - Prior Year	297,152	272,330	297,152
40130	Chancery & Circuit Court - Prior Year	151,462	113,922	151,462
40162	PILOT - Utility	152,970	127,707	152,970
40163	PILOT - Other	126,124	148,296	126,124
40210	Local Option Sales Tax	3,819,340	6,819,340	7,291,948
40240	Wheel Tax	1,477,882	1,283,397	1,477,882
40290	Other Tax	211,376	18,947	211,376
COUNTY TAXES TOTAL:		22,130,116	24,930,962	25,741,483

Includes Germantown Municipal School District's share of Shelby County property taxes, local option sales taxes, and wheel taxes based on the prior year weighted average daily attendance (ADA) for schools in the Germantown Municipal School District.

CITY TAXES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
40610	Municipal Property Taxes	2,549,581	2,507,297	2,496,607
CITY TAXES TOTAL:		2,549,581	2,507,297	2,496,607

City of Germantown's contribution to the School District.

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OTHER STATE REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
46,850	Mixed Drink Tax	125,641	167,521	169,815
46,980	Other State/Local Revenue - SPED State Grant	97,000	97,000	83,442
46,981	Safe Schools Grant	59,000	127,685	44,000
46,982	School Safety Grant	-	107,032	34,648
46,990	Other State Revenues	-	-	1,368
OTHER STATE REVENUE TOTAL:		281,641	499,238	333,272

Includes Germantown Municipal School District's share of one-half of the tax assessed on the seating capacity of establishments serving mixed drinks based on the average daily attendance (ADA) distribution for Germantown Municipal Schools.

OTHER LOCAL REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
44110	Interest Earned	100,000	100,000	36,894
44120	Lease/Rentals	21,000	-	34,416
44160	PEG Funding	164,000	164,000	166,814
44170	Miscellaneous Refunds	-	-	10,213
44570	Contributions & Gifts	-	-	14,339
RECURRING LOCAL REVENUE TOTAL:		285,000	264,000	262,675

Includes PEG funding from cable companies for the Houston High School TV studio and lease income from the cell tower.

CHARGES FOR SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
43512	Laptop Insurance	134,845	146,070	135,975
43512	Tuition	73,800	28,430	51,793
CHARGES FOR SERVICES TOTAL:		208,645	174,500	187,768

Includes revenue for laptop insurance and tuition for out-of-county residents, summer school, and preschool program.

FEDERAL FUNDS RECEIVED THRU STATE

<u>Account</u>	<u>Description</u>	FY 2020 Budget	FY 2019 Budget	FY 2018 Actual
47590	Other Federal Thru State	-	-	44,030
TOTAL FEDERAL THRU STATE:		-	-	44,030

Includes funds for financial assistance for "high cost" special education students.

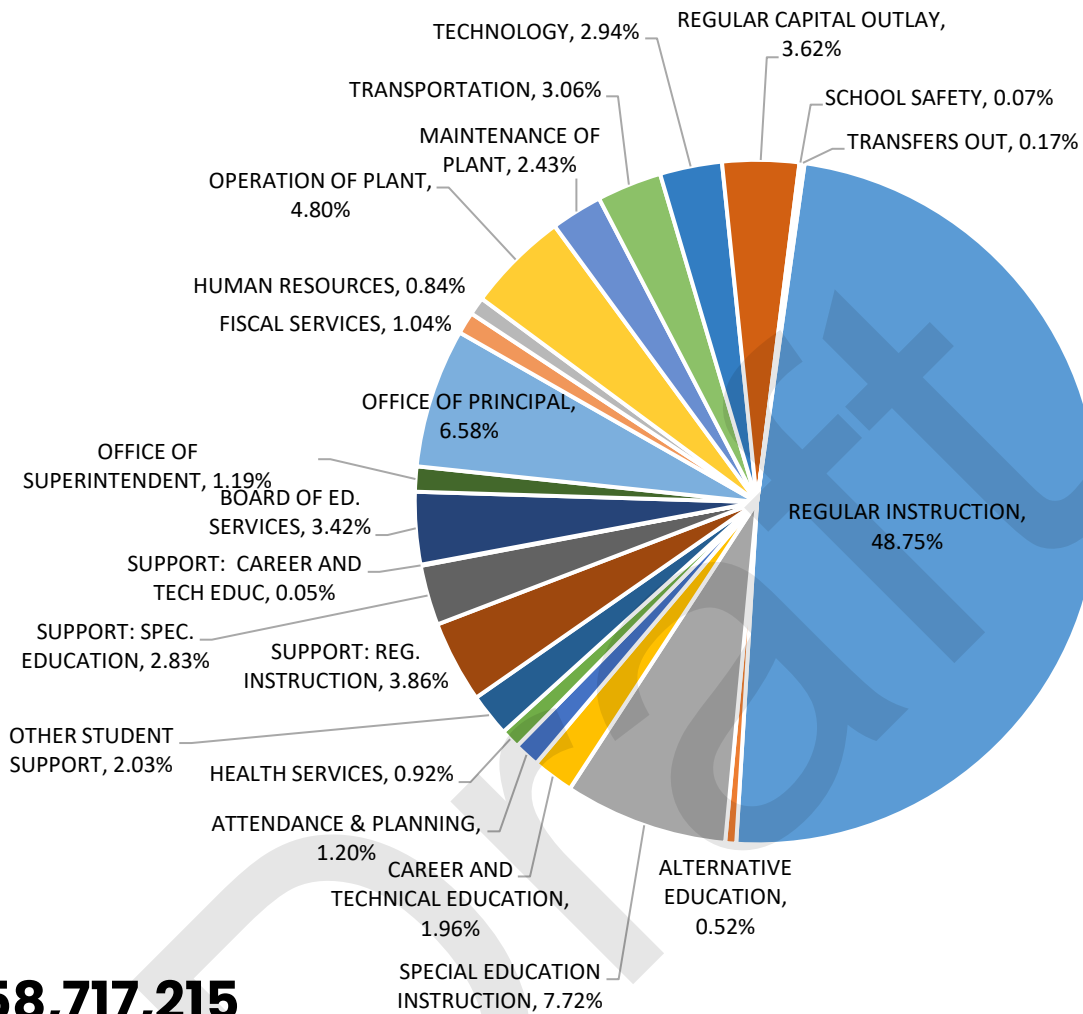
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OTHER SOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
49,700	Insurance Recoveries		646,727	450,881
49,800	Transfers In - Indirect Costs	70,000	70,000	136,063
	OTHER SOURCES TOTAL:	70,000	716,727	586,944

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GENERAL FUND EXPENDITURES



Overview

General Fund expenditures outline Germantown Municipal School District's commitment to its Strategic Plan and is organized in this document by departments.

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GENERAL FUND EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Per.</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
71100	REGULAR INSTRUCTION	355.42	28,623,496	30,050,643	26,100,407
71150	ALTERNATIVE EDUCATION	4.00	303,661	343,885	2,861
71200	SPECIAL EDUCATION INSTRUCTION	78.80	4,532,556	4,502,031	3,640,852
71300	CAREER AND TECHNICAL EDUCATION	14.75	1,151,992	1,175,896	986,697
72110	ATTENDANCE & PLANNING	6.50	703,994	710,140	435,319
72120	HEALTH SERVICES	7.75	540,360	525,448	412,655
72130	OTHER STUDENT SUPPORT	14.00	1,193,686	1,202,128	1,069,587
72210	SUPPORT: REG. INSTRUCTION	25.30	2,266,653	2,456,968	1,762,361
72215	SUPPORT: ALTERNATIVE EDUCATION	0.00	-	8,405	-
72220	SUPPORT: SPEC. EDUCATION	18.61	1,664,630	1,621,096	1,433,385
72230	SUPPORT: CAREER AND TECH. EDUC	0.20	30,246	29,310	-
72310	BOARD OF ED. SERVICES	5.00	2,005,590	1,640,390	1,709,052
72320	OFFICE OF SUPERINTENDENT	4.70	696,682	733,007	624,916
72410	OFFICE OF PRINCIPAL	46.50	3,863,052	3,789,366	3,248,959
72510	FISCAL SERVICES	6.00	610,397	650,465	514,751
72520	HUMAN RESOURCES	4.00	493,993	503,283	231,355
72610	OPERATION OF PLANT	6.00	2,855,735	2,795,015	2,179,577
72620	MAINTENANCE OF PLANT	6.00	1,428,164	1,449,685	1,161,500
72710	TRANSPORTATION		1,799,351	1,799,351	1,726,621
72250	TECHNOLOGY	9.00	1,723,615	1,598,444	2,018,096
76100	REGULAR CAPITAL OUTLAY		2,090,667	8,488,111	5,106,446
72830	SCHOOL SAFETY		38,694	36,328	30,785
99100	TRANSFERS OUT		100,000	100,000	-
EXPENDITURES GRAND TOTAL:		612.53	58,717,215	66,209,395	54,396,181

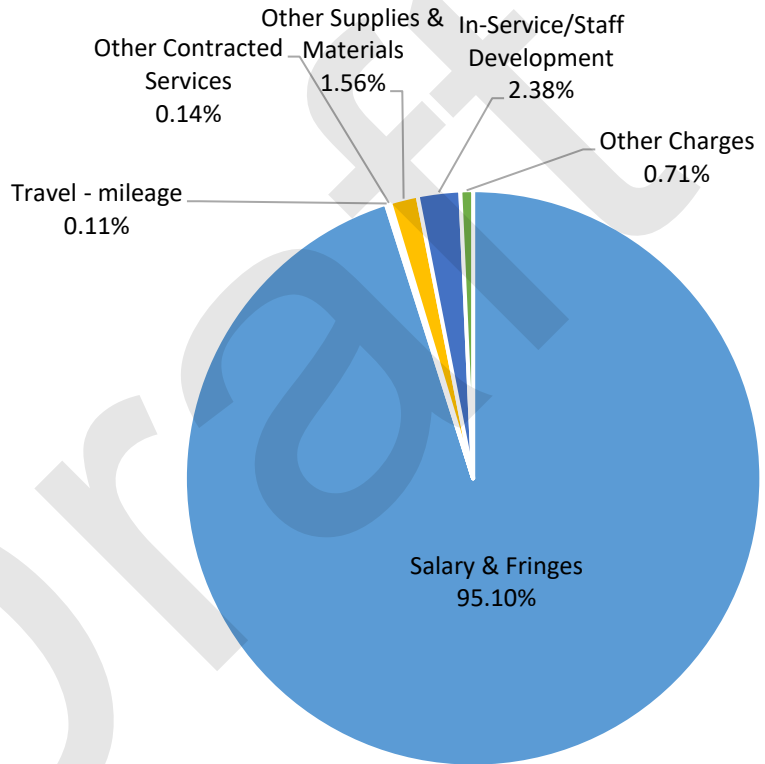


ATTENDANCE & PLANNING

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$703,994

Overview

The GMSD Attendance and Planning (Student Services) department takes pride in monitoring and responding to new and trending student issues. We attend local and state level professional development to assist us in providing the best products and programs. We understand that student success is the focus of the district and we strive to give them the tools to be productive students and citizens in the community.

ATTENDANCE & PLANNING

<u>Acct</u>	<u>Description</u>	<u>FY 2021</u>	<u>FY 2021</u>	<u>FY 2020</u>	<u>FY 2019</u>
		<u>PERS</u>	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>
105	Director/Supervisor	2.00	212,732	212,731	204,122
130	Social Worker	2.00	137,008	140,117	68,175
162	Clerical Personnel	1.00	58,366	58,366	56,100
189	Other Salaries	1.50	123,111	124,440	-
201	Social Security		32,936	33,210	19,045
204/217	State Retirement		50,513	52,634	33,692
206	Life Insurance		1,625	1,625	763
207	Medical Insurance		45,500	45,500	31,800
212	Medicare		7,703	7,767	4,454
Salary & Fringes Subtotal:		6.50	669,494	676,390	418,151

Includes salaries and benefits for personnel working in the Student Services department which provides support services for the schools in the areas of attendance, safety, discipline, suspensions, etc.

355	Travel - mileage		750	-	-
399	Other Contracted Services		1,000	1,000	519
499	Other Supplies & Materials		11,000	5,500	1,726
524	In-Service/Staff Development		16,750	20,250	11,444
599	Other Charges		5,000	7,000	3,479
Services Subtotal:			34,500	33,750	17,168
ATTENDANCE & PLANNING TOTAL:			703,994	710,140	435,319

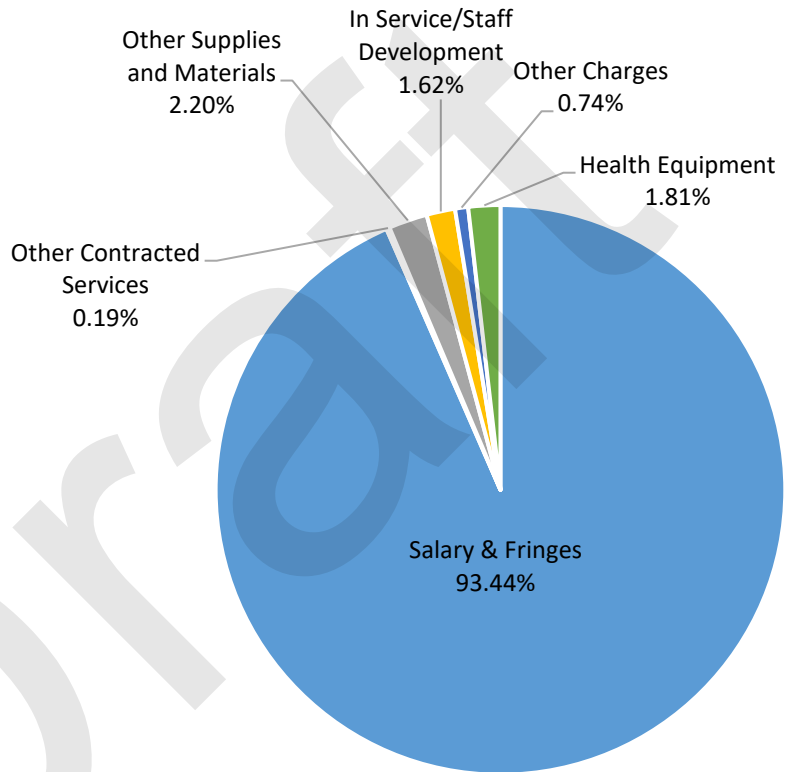
Includes costs for employee local mileage as well as funds for some school personnel to receive specialized training in appropriate areas of school discipline.

HEALTH SERVICES

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$540,360

Overview

GMSD is dedicated to improving the overall health of our students to assure academic and personal success. GMSD demonstrates its dedication by providing funding to support Tennessee's Coordinated School Health initiative by employing a School Health Supervisor. The School Health Supervisor works to develop programs to improve health conscious opportunities such as; 9th/ 11th grade CPR/AED certification, in and out of class physical activity, nutritional education, safe educational environments for all, increasing staff wellness, student health screenings, and community partnerships though out the city. In addition, GMSD provides funding for a full-time nurse at each school and a district lead nurse for additional medical support.

HEALTH SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Student Health Coordinator	0.75	73,842	73,841	72,393
131	School Nurses	7.00	297,755	296,042	217,107
189	Other Salaries & Wages		4,500	4,500	4,500
198	Substitutes - Nurses			-	-
201	Social Security		23,318	23,212	16,087
204/217	State Retirement		34,787	35,788	28,176
206	Life Insurance		1,356	1,356	672
207	Medical Insurance		63,925	51,925	46,271
212	Medicare		5,453	5,428	3,772
Salary & Fringes Subtotal:		7.75	504,936	492,092	388,978
<i>Includes salaries and benefits for school nurses.</i>					
355	Travel - Local Mileage		-	-	4,888
399	Other Contracted Services		1,000	3,000	-
499	Other Supplies and Materials		11,874	13,916	13,036
524	In Service/Staff Development		8,750	6,750	970
599	Other Charges		4,000	2,000	3,989
735	Health Equipment		9,800	7,690	795
Services Subtotal:			35,424	33,356	23,677
HEALTH SERVICES TOTAL:			540,360	525,448	412,655

Includes cost of supplies and other support costs for school nurses.

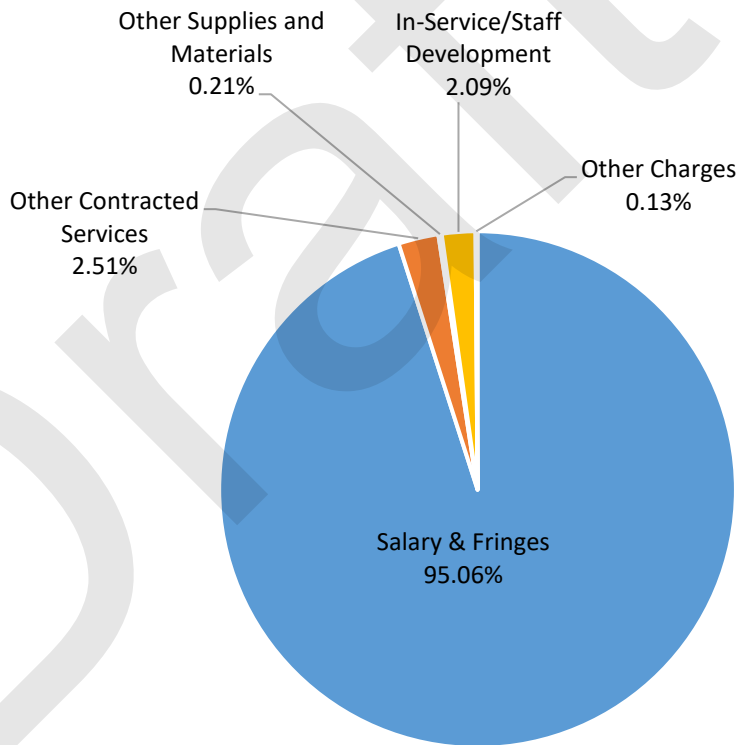


OTHER STUDENT SUPPORT/ GUIDANCE

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$1,193,686

Overview

The GMSD Other Student Support department is comprised of 14 School Counselors and 1 Counseling Intervention Specialist. Our school counselors receive local, state, and national professional development, to stay current with new programs that support student development. Houston Middle has received the Recognized ASCA Model Program (RAMP) designation and was honored at the American School Counselors Association conference in New Orleans, LA.

OTHER STUDENT SUPPORT/GUIDANCE

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
				-	-
117	Career Ladder Program		3,000	3,000	3,000
123	Guidance Personnel	14.00	882,742	902,691	827,971
188	Instructional Responsibility		1,500	1,500	-
189	Other Salaries and Wages			1,190	-
201	Social Security		55,009	60,009	48,457
204/217	State Retirement		91,120	102,078	85,484
206	Life Insurance		2,450	2,625	1,948
207	Medical Insurance		86,000	86,000	76,700
212	Medicare		12,865	14,035	11,332

Salary & Fringes Subtotal: 14.00 1,134,686 1,173,128 1,054,891

Includes salaries and benefits for School Counselors in Elementary, Middle and High Schools to meet accreditation standards and Strategic Plan goals.

399	Other Contracted Services		30,000	-	-
499	Other Supplies and Materials		2,500	1,837	574
524	In-Service/Staff Development		25,000	25,000	12,729
599	Other Charges		1,500	2,163	1,393

Services Subtotal: 59,000 29,000 14,695

OTHER STUDENT SUPPORT TOTAL: 1,193,686 1,202,128 1,069,587

Includes cost of materials used and staff development costs and of contracted inpatient behavioral health services.

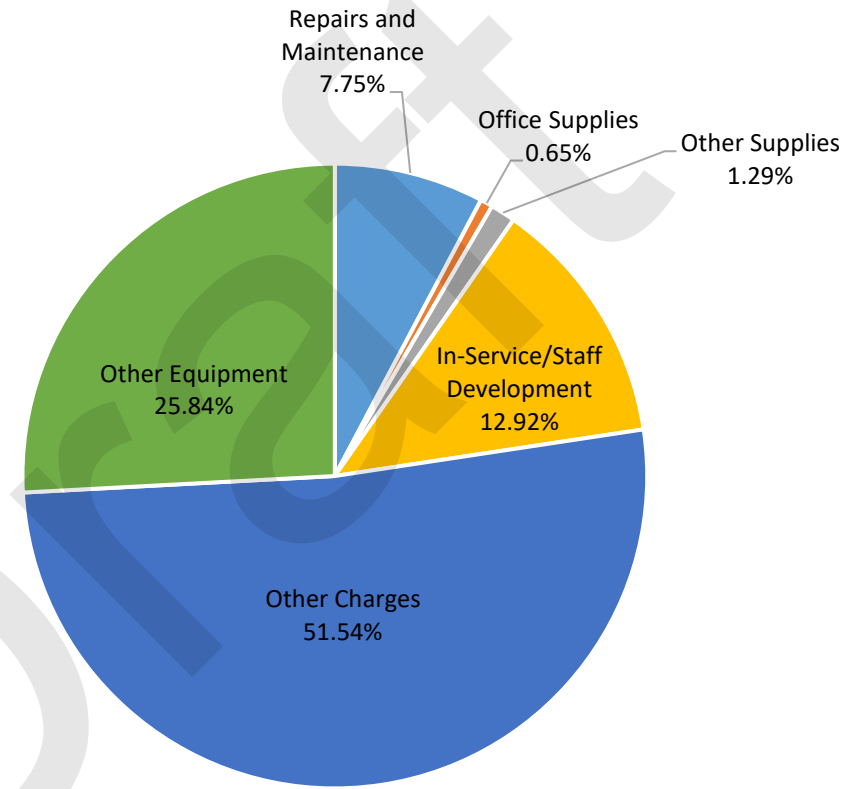


SCHOOL SAFETY

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$38,694

Overview

Each year school districts across the state are awarded Safe Schools Grants. These monies are used to increase school safety awareness as well as to purchase equipment to help GMSD students, faculties, and stakeholders feel safe while on campus. In recent years, we have used a portion of the grant to upgrade and/or replace the security cameras on the exterior and interior of each campus. We have recognized that cell phone coverage is inconsistent on our campuses and realize that phone communications are an essential part of any emergency plan. Each year our School Resource Officer Supervisor attends a national conference where school systems across the nation listen to real life emergency preparedness events and participate in round table discussions to identify programs and procedures that we may be able to implement in GMSD.

SCHOOL SAFETY

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
336	Repairs and Maintenance	3,000	3,000	-
355	Travel - Local Mileage	-	-	-
435	Office Supplies	250	250	249
499	Other Supplies	500	500	395
524	In-Service/Staff Development	5,000	5,000	4,860
599	Other Charges	19,944	22,944	21,081
790	Other Equipment	10,000	4,634	4,200
SCHOOL SAFETY TOTAL:		38,694	36,328	30,785

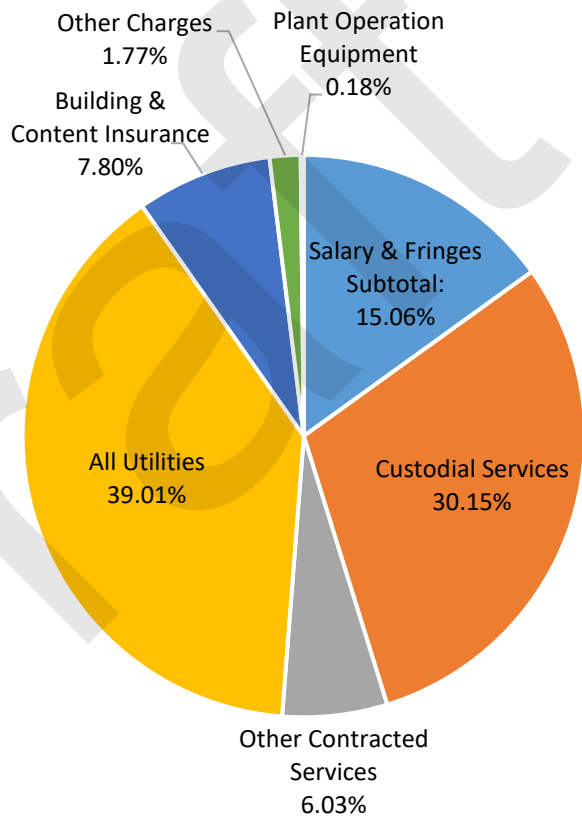
Includes cost of employee badges and visitor identification system for all schools.

OPERATION OF PLANT

Department of Operations

Josh Cathey

Deputy Superintendent



\$2,855,735

Overview

Included in this budget are plant manager salaries and fringes, custodial contract, daily trash and recycling collection, monthly elevator maintenance and inspection, security and monitoring contract, TOSHA/OSHA inspections, landscaping contract, light gas and water utility payments, property insurance, pest control contract, and weed control/fertilization.

OPERATION OF PLANT

Acct	Description	FY 2021	FY 2021	FY 2020	FY 2019
		PERS	Budget	Budget	Actual
167	Plant Managers	6.00	315,212	321,661	255,808
201	Social Security		19,543	19,943	14,190
204/217	State Retirement		28,369	29,903	23,586
206	Life Insurance		900	900	600
207	Medical Insurance		55,998	55,998	40,094
212	Medicare		4,571	4,664	3,319
Salary & Fringes Subtotal:		6.00	424,593	433,069	337,597
<i>Includes salaries and benefits for personnel in Plant Operations.</i>					
328	Custodial Services		850,000	850,000	642,487
399	Other Contracted Services		170,000	157,300	94,485
415	All Utilities		1,100,000	1,065,000	896,094
502	Building & Content Insurance		256,142	234,646	174,996
599	Other Charges		50,000	50,000	33,918
720	Plant Operation Equipment		5,000	5,000	-
Services Subtotal:			2,431,142	2,361,946	1,841,980
OPERATION OF PLANT TOTAL:			2,855,735	2,795,015	2,179,577

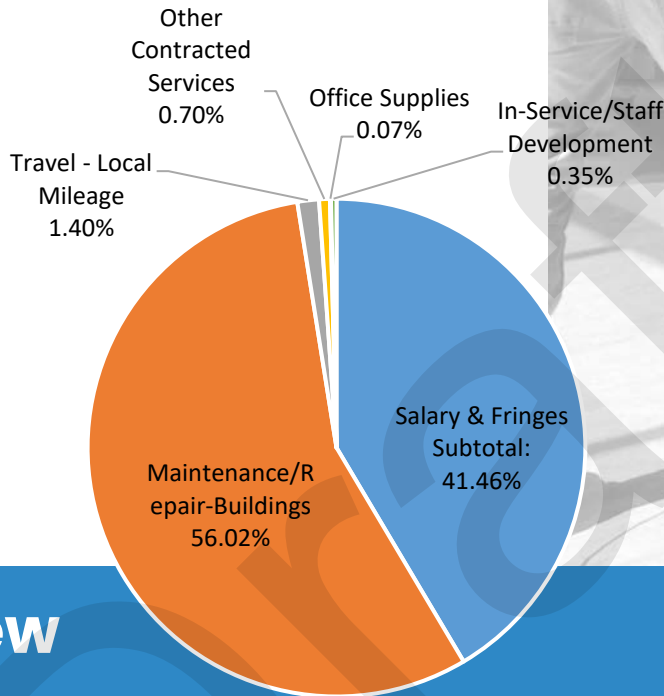
Includes costs for all utilities, trash pickup, out-sourcing cleaning, materials and supplies, environmental monitoring, security system maintenance, elevator maintenance, building insurance, and equipment needed to maintain cleanliness of buildings and grounds.

MAINTENANCE OF PLANT

Department of Operations

Josh Cathey

Deputy Superintendent



\$1,428,164

Overview

Included in this budget are Operations department salaries and fringes, all maintenance of buildings including plumbing, electrical, roofing, HVAC, carpentry, locksmith, grease trap cleanings, security alarm system maintenance/inspections, fire alarm system maintenance/inspections, fire extinguisher maintenance/inspections, fire sprinkler system maintenance/inspections, AHERA asbestos plans, and many other trades, including SchoolDude maintenance software.

This budget allows the district to stay operational on a day to day basis. This maintenance software allows the department to see problem areas, maintenance staffing needs, and to prioritize capital improvement projects by providing data on the number of work orders received from a specific building or priority area.

MAINTENANCE OF PLANT

<u>ACCT</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Director	1.00	120,800	120,800	118,431
161	Secretaries	1.00	49,365	49,364	47,280
167	Maintenance Personnel	4.00	284,205	300,015	207,714
201	Social Security		28,171	29,151	21,639
204/217	State Retirement		42,426	45,434	35,441
206	Life Insurance		1,500	1,500	880
207	Medical Insurance		59,109	59,109	49,257
212	Medicare		6,588	6,818	5,061
Salary & Fringes Subtotal:		6.00	592,164	612,191	485,703
<i>Includes salaries and benefits for personnel in the School Plant Maintenance Department (building repairs, heating and air conditioning, plumbing, electrical, glass, roof, door locks and hardware, ground maintenance, etc.)</i>					
320	Dues and Memberships	-	-	-	517
335	Maintenance/Repair-Buildings		800,000	791,494	660,286
355	Travel - Local Mileage		20,000	30,000	7,146
399	Other Contracted Services		10,000	10,000	6,395
435	Office Supplies		1,000	1,000	203
524	In-Service/Staff Development		5,000	5,000	1,250
Services Subtotal:			836,000	837,494	675,797
MAINTENANCE OF PLANT TOTAL:			1,428,164	1,449,685	1,161,500

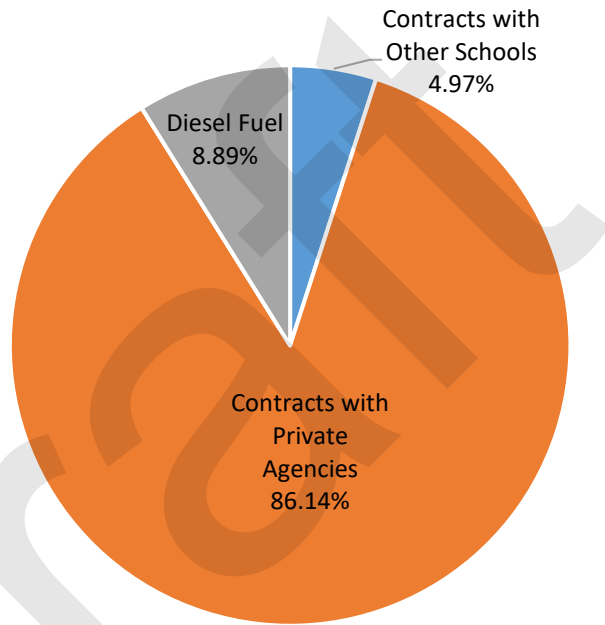
Includes costs for materials and supplies to repair and maintain facilities and equipment necessary to perform such functions.

TRANSPORTATION

Department of Operations

Josh Cathey

Deputy Superintendent



\$1,799,351

Overview

Included in this budget are all costs associated with transportation, including our transportation contract with Durham, diesel fuel, software, and personnel.

TRANSPORTATION

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
311	Contracts with Other Schools	89,351	89,351	59,350
312	Contracts with Private Agencies	1,550,000	1,550,000	1,497,470
412	Diesel Fuel	160,000	160,000	169,801
Services Subtotal:		1,799,351	1,799,351	1,726,621
TRANSPORTATION TOTAL:		1,799,351	1,799,351	1,726,621

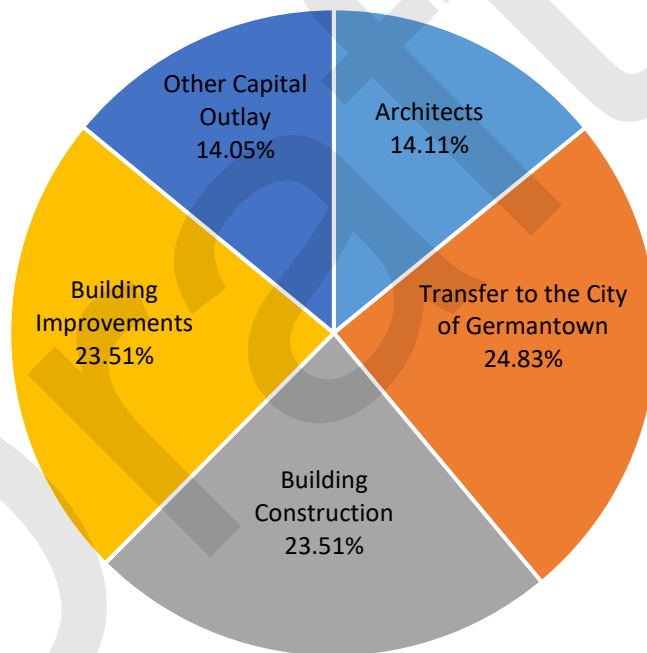
Includes bus transportation support costs for contracted transportation services, shared overhead services, and fuel costs.

REGULAR CAPITAL OUTLAY

Department of Operations

Josh Cathey

Deputy Superintendent



\$2,090,667

Overview

Including in this budget are architect and engineering fees, payments to the City of Germantown for the district portion of bond debt for Riverdale and the new district office, \$200,000 contribution towards the HHS fieldhouse, \$180,000 in modular payments, and all operating dollars to address capital improvement projects large and small throughout the district.

REGULAR CAPITAL OUTLAY

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
304	Architects	300,000	460,060	444,312
321	Engineering Services	-	-	2,500
590	Transfer to the City of Germantown	528,069	527,706	219,433
706	Building Construction	500,000	5,009,060	596,178
707	Building Improvements	500,000	546,239	2,880,874
724	Site Development	-	-	9,525
799	Other Capital Outlay	262,598	1,945,046	953,623
REGULAR CAPITAL OUTLAY TOTAL:		2,090,667	8,488,111	5,106,446

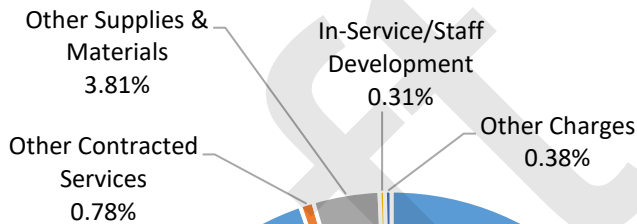
Includes costs for projects of a long term nature to maintain or improve school facilities, as well as the architect, consultant, and engineering costs associated with larger projects and projects where code enforcement requires professional architecture or engineering plans.

OFFICE OF THE PRINCIPAL

Operations

Josh Cathey

Deputy Superintendent



\$3,863,052

Overview

Germantown Municipal Schools recognizes that the achievement of the district's strategic plan can only be accomplished through school leadership who shape school-level culture that supports GMSD's visions and missions.

The majority of this budget encompasses the salaries of principals, assistant principals, and office staff at each school campus.

There are some monies allocated for professional development training sessions and for travel expenses.

OFFICE OF PRINCIPAL

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
104	Principals & Vice Principals	7.00	770,535	780,670	707,545
117	Career Ladder		11,000	11,000	11,000
139	Assistant Principals	14.00	1,281,147	1,235,132	1,083,789
161	School Secretaries	7.50	250,069	252,135	209,101
162	Clerical Personnel	16.00	509,100	484,818	389,060
189	Other Salaries- Lunch Room Monitors	4.00	31,583	29,051	19,893
201	Social Security		176,913	173,154	138,745
204/217	State Retirement		283,005	285,735	244,110
206	Life Insurance		11,375	11,125	5,567
207	Medical Insurance		293,450	287,550	216,871
212	Medicare		41,375	40,496	33,704
Salary & Fringes Subtotal:		46.50	3,659,552	3,590,866	3,059,383

Includes salaries and benefits for school principals, school administration, school clerical and school lunchroom monitors.

399	Other Contracted Services		30,000	25,000	25,000
499	Other Supplies & Materials		147,000	147,000	147,000
524	In-Service/Staff Development		12,000	12,000	4,326
599	Other Charges		14,500	14,500	13,250
Services Subtotal:			203,500	198,500	189,576
OFFICE OF PRINCIPAL TOTAL:			3,863,052	3,789,366	3,248,959

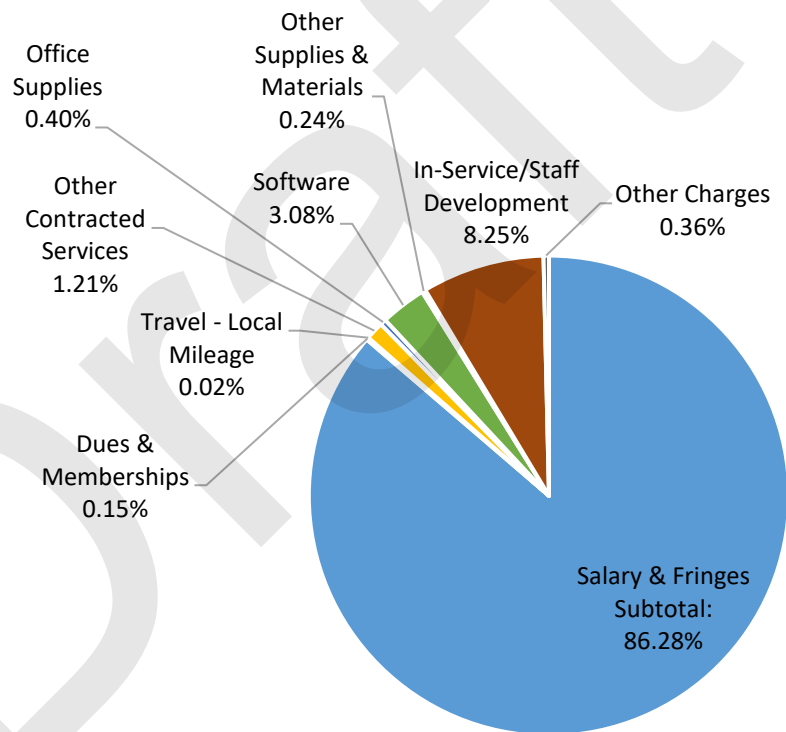
Includes costs associated with operation of schools including BEP funds allocated to individual school operations.

HUMAN RESOURCES

Department of Human Resources

Elissa Stratton

Executive Director of Human Resources



\$493,993

Overview

The Department of Human Resources Budget includes the salaries of an Executive Director, a Human Resources Supervisor, and Human Resources and Benefits Specialists. This department recruits, retains, and develops exemplary staff through employee relations programs. Human Resources also works to develop a competitive, comprehensive benefits package and works with staff in selecting benefits that best meet their differentiated needs during the open enrollment process.

HUMAN RESOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2021</u> <u>PERS</u>	<u>FY 2021</u> <u>Budget</u>	<u>FY 2020</u> <u>Budget</u>	<u>FY 2019</u> <u>Actual</u>
105	Directors/Supervisors	2.00	200,173	200,173	95,254
161	Human Resources Specialist	1.00	67,599	67,598	64,974
162	Benefits Specialist	1.00	66,273	66,273	56,100
201	Social Security		20,711	20,711	8,872
204/217	State Retirement		32,608	33,724	15,284
206	Life Insurance		1,000	1,000	357
207	Medical Insurance		28,000	28,000	8,254
212	Medicare		4,844	4,844	2,075
299	Other Fringe Benefits		5,000	6,120	-
Salary & Fringes Subtotal:		4.00	426,208	428,443	186,196

Includes salaries and benefits for Human Resources Department.

320	Dues & Memberships		720	-	-
355	Travel – Local Mileage		100	-	-
399	Other Contracted Services		6,000	5,747	4,518
435	Office Supplies		2,000	2,000	-
471	Software		15,200	21,400	26,771
499	Other Supplies & Materials		1,200	-	56
524	In-Service/Staff Development		40,765	35,093	13,815
599	Other Charges		1,800	10,600	-
Services Subtotal:			67,785	74,840	45,159
HUMAN RESOURCES TOTAL:			493,993	503,283	231,355

Funds allocated for the recruitment, development, and retainment of GMSD's exemplary staff.

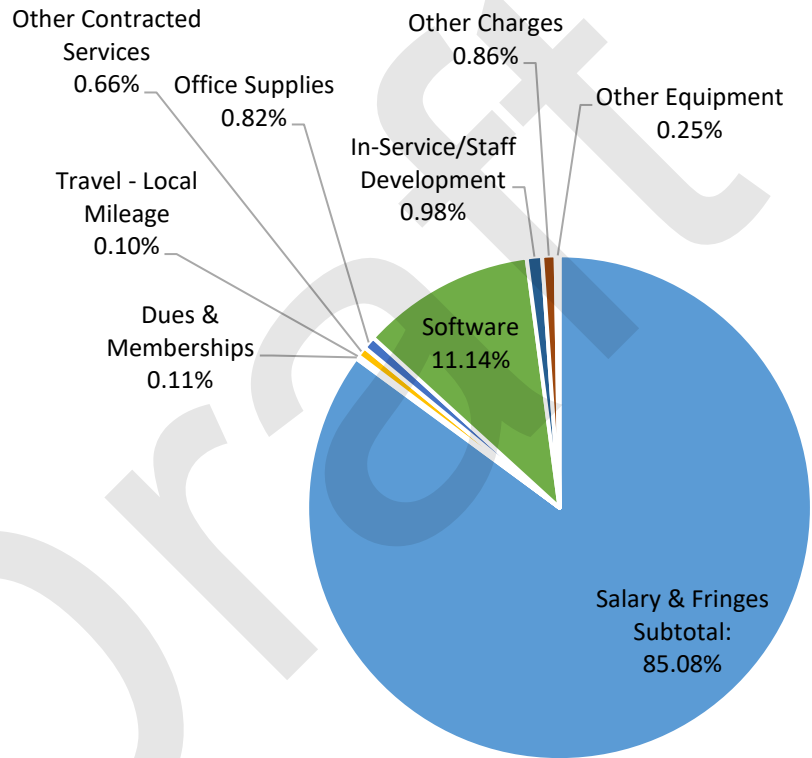


FISCAL SERVICES

Department of Finance

Kevin Jones

Chief Financial Officer



\$610,397

Overview

The Finance Department is responsible for processing payroll, paying vendors, preparing financial reports for the Board and for the TN Department of Education, developing budgets, processing grant and federal program reimbursements and cash receipts, accounting for fixed assets and construction projects, assisting staff with procuring goods and services, assisting school financial secretaries with financial reporting processes and compliance, providing staff technical assistance with Skyward systems development, and working with Aramark who administers the school nutrition program. The Finance Department processes annually approximately 15,000 vendor payments and payroll direct deposits.

FISCAL SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Directors/Specialists	1.00	120,800	120,800	108,056
119	Accounting Specialists	3.00	167,673	201,471	187,121
122	Purchasing Personnel	1.00	56,100	56,100	50,786
161	Assistant	1.00	57,222	57,850	
201	Social Security		24,911	27,045	19,537
204/217	State Retirement		36,160	40,563	31,625
206	Life Insurance		1,375	1,501	806
207	Medical Insurance		49,280	53,760	44,800
212	Medicare		5,826	6,325	4,569
Salary & Fringes Subtotal:		6.00	519,347	565,415	447,300

Includes salaries and benefits for CFO, School Accounting, Purchasing, Accounts Payable and Payroll department personnel.

320	Dues & Memberships		700	700	210
355	Travel - Local Mileage		600	600	477
399	Other Contracted Services		4,000	2,000	520
435	Office Supplies		5,000	5,000	3,167
471	Software		68,000	62,000	54,925
524	In-Service/Staff Development		6,000	6,000	3,622
599	Other Charges		5,250	4,150	2,547
790	Other Equipment		1,500	4,600	1,983
Services Subtotal:			91,050	85,050	67,451

FISCAL SERVICES TOTAL:

610,397

650,465

514,751

Includes costs for the new business software implemented.



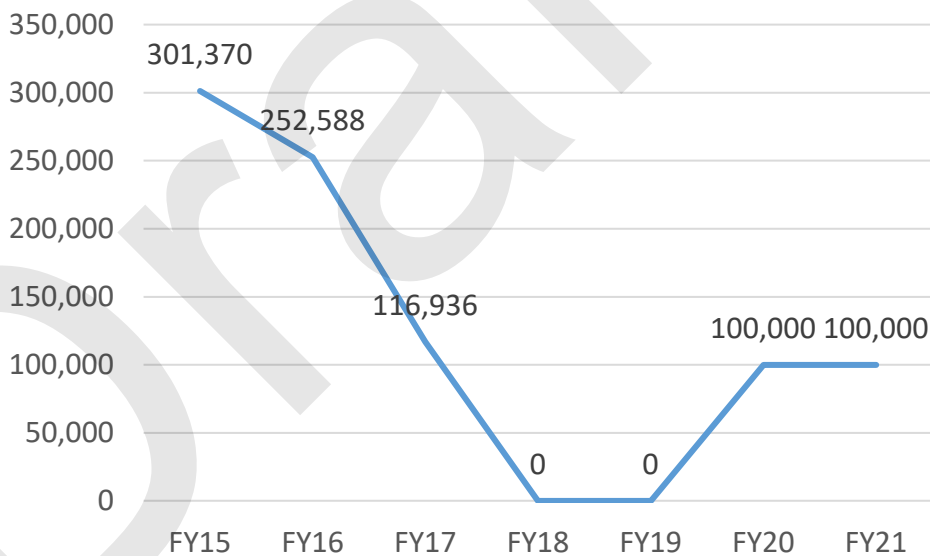
CAFETERIA (TRANSFERS)

Kevin Jones

Chief Financial Officer

In October of 2015, Germantown Municipal School District outsourced its cafeteria operations. The transition has resulted in the cafeteria operations steadily moving towards a financially self-sustaining program.

Decrease in Cafeteria Transfers



\$100,000

Overview

This budget category, labeled as 'Transfers Out', accounts for the total transfers from the district to the cafeteria fund. The District has continued to budget \$100,000 should any unexpected shortfall or expenditures occur.

From FY 15 to FY18, Aramark has reduced these amounts by \$301,370, with a net income to cover district costs.

TRANSFERS OUT

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
590	Transfers to Other Funds	100,000	100,000	-
TRANSFERS OUT TOTAL:		100,000	100,000	-

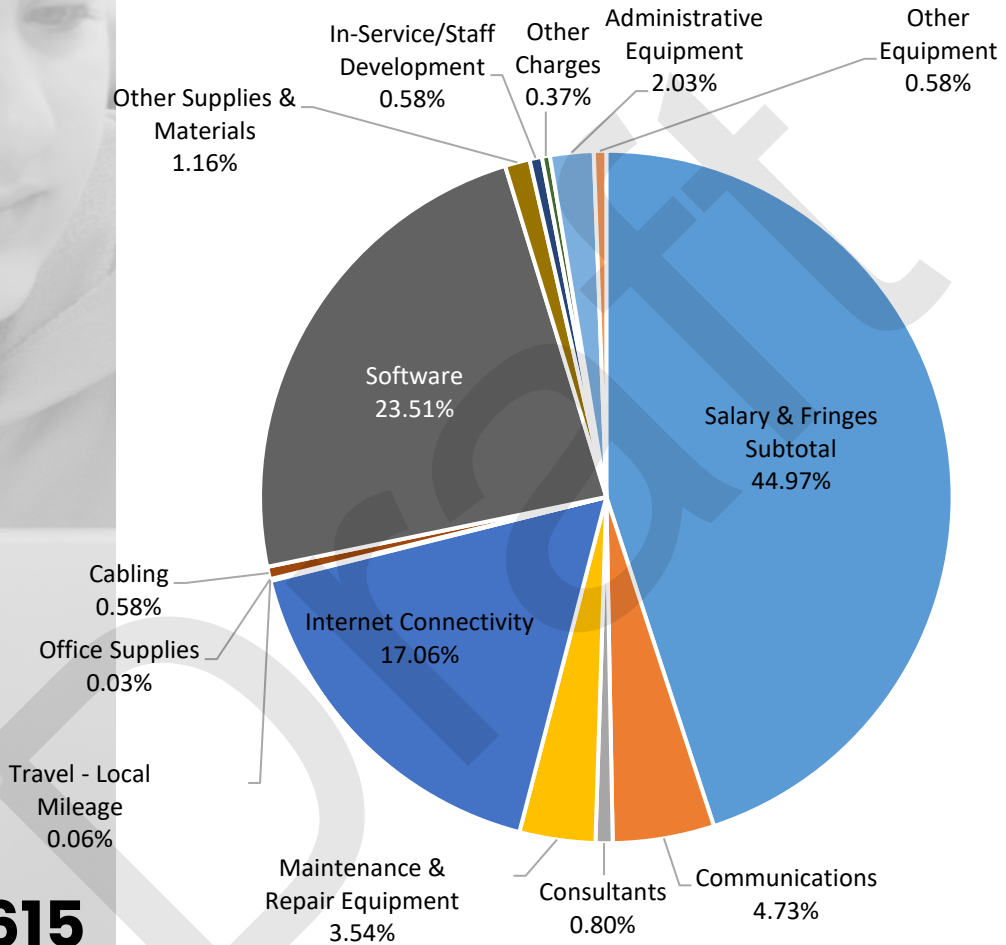
Includes transfers made to the Cafeteria Fund to compensate for any shortfall.

Draft

DEPARTMENT OF TECHNOLOGY

John Pierce

Director of Technology



\$1,723,615

Department Overview

The Germantown Municipal School District is committed to providing students with a 21st Century Classroom environment to better prepare them for their future careers in a technology rich society. The Technology Department provides and supports communication tools that connect students and teachers in digital platforms and also give parents up to date information on classroom assignments, grades, attendance, etc. These tools include the district's student information system (Skyward), the district's notification system (Skylert), the learning management system (Schoology) and the district website. In addition to communication tools, our department provides and supports devices that enhance digital learning, improves computer skills, and helps make instruction seamless from school to home.

TECHNOLOGY

Acct	Description	FY 2021 PERS	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
105	Directors/Specialists	1.00	107,695	107,694	206,024
120	Computer Programmers	6.00	361,078	364,819	289,244
162	Clerical Personnel	1.00	37,871	37,463	48,634
189	Other Salaries & Wages	1.00	76,500	78,561	220,986
201	Social Security		36,155	36,568	43,312
204/217	State Retirement		52,482	54,831	71,618
206	Life Insurance		2,250	2,250	1,701
207	Medical Insurance		92,628	92,628	96,799
212	Medicare		8,456	8,552	10,130
Salary & Fringes Subtotal:		9.00	775,115	783,366	988,448

Includes salaries and benefits for administrative and instructional support technology positions.

307	Communications		81,600	81,600	62,955
308	Consultants		13,750	8,000	35,100
336	Maintenance & Repair Equipment		61,000	127,277	105,940
350	Internet Connectivity		294,000	203,012	153,854
355	Travel - Local Mileage		1,000	1,000	453
435	Office Supplies		500	500	50
470	Cabling		10,000	10,000	185,600
435	Software		405,250	296,706	263,774
499	Other Supplies & Materials		20,000	20,000	68,529
524	In-Service/Staff Development		10,000	10,000	16,213
599	Other Charges		6,400	7,900	5,679
613	Loan Interest Payment		-	-	2,929
701	Administrative Equipment		35,000	38,333	89,412
790	Other Equipment		10,000	10,750	39,160
Services Subtotal:			948,500	815,078	1,029,648

TECHNOLOGY TOTAL:

1,723,615

1,598,444

2,018,096

Includes costs for all telephone and internet charges, computers, software, and equipment.



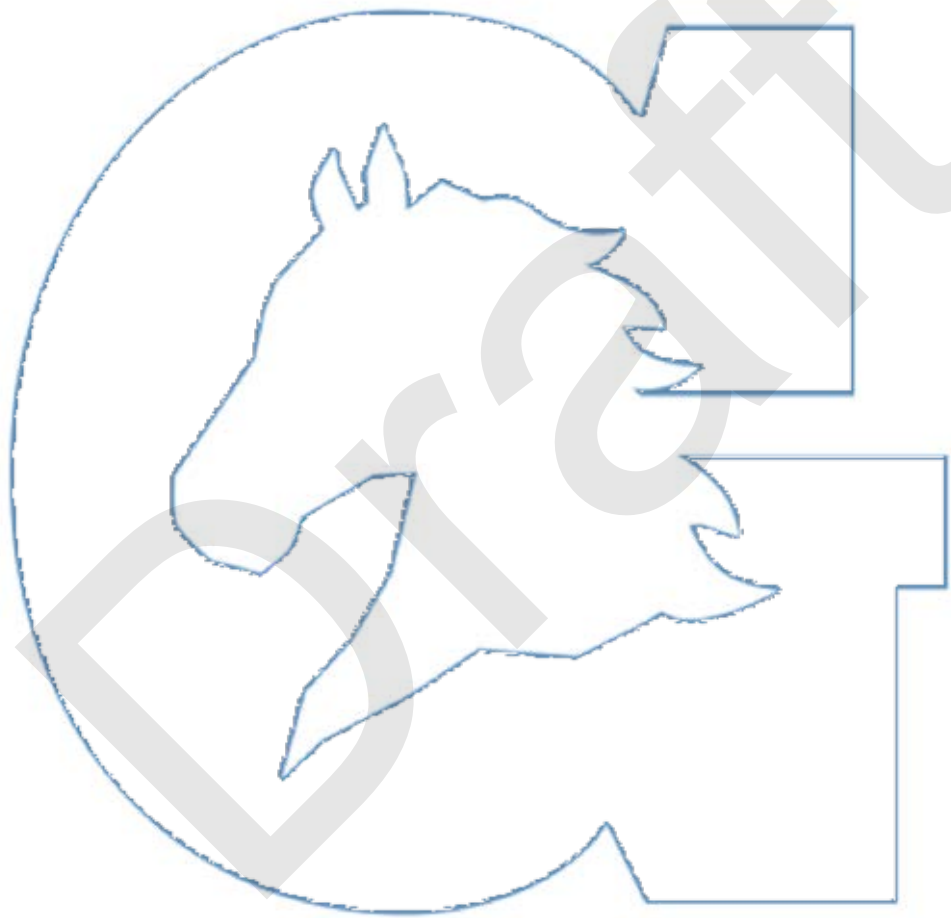
A grayscale photograph of four students in a classroom. They are sitting at desks with laptops. The student in the foreground has a laptop with several stickers, including one that says '360°'.

BLENDLED LEARNING PROGRAM

Program Overview

Goal Four of GMSD's Strategic Plan is to establish 21st Century classrooms and schools. The Germantown Municipal School District strives to develop students, who are responsible in their use of technology, can use technology advantageously as a communication and presentation device, and can stay current with creative opportunities. In accordance with this, schools will transition to blended classrooms and the use of 1:1 devices for all students grades 6-12 (3,400 devices). This also includes adding devices to the elementary schools each year and providing laptops to staff. Blended Learning is an aggressive initiative that has required a substantial financial investment. It has also required a substantial infrastructure investment around capacity and cybersecurity.

The district continues to place a large emphasis on cybersecurity and students' digital safety by incorporating an active student email monitoring system which scans files in students' web-based OneDrive storage. This system scans for inappropriate material, instances of cyberbullying, and incorporates an instant alert reporting system that students can use to share their own concerns about school safety (including bullying, planned fights, students in crisis, threats of violence, weapons brought to school, etc.). Trained professionals monitor this system 24/7/365 and alert district-appointed personnel.



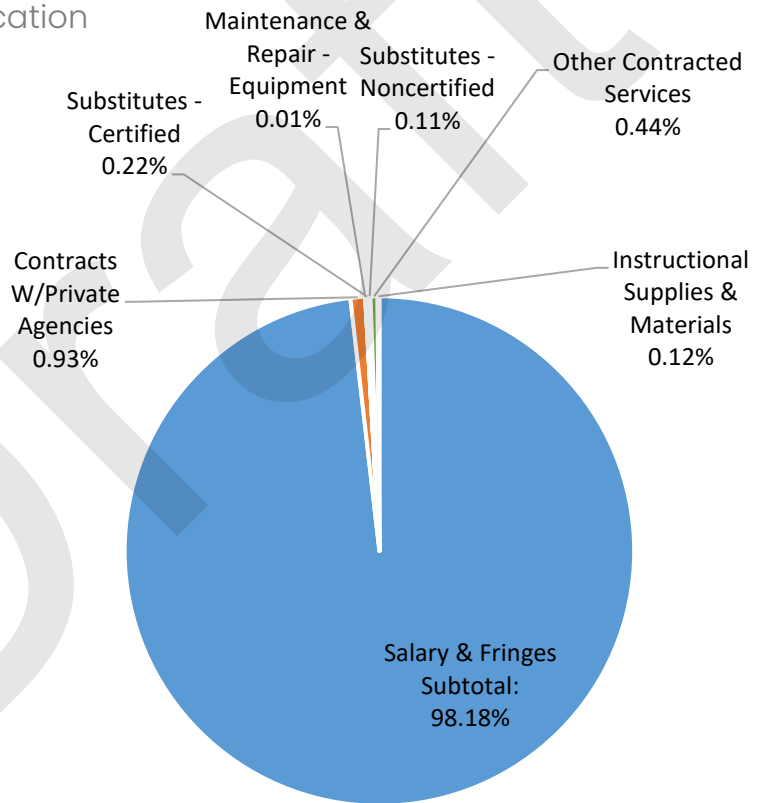


SPECIAL EDUCATION INSTRUCTION

Department of Exceptional
Student Education

Sarah Huffman

Assistant Superintendent, Exceptional Student
Education



\$4,532,556

Overview

This function holds all SPED teachers, assistants, speech language pathologists, and contracting services for vision, speech and Board Certified Behavior Analysts. Instructional Supplies and Materials include teacher discretionary funds, materials for the new teacher at FHES and a web-based visual vocabulary system. Special education equipment purchases ranged from standers to assistive technology devices.

SPECIAL EDUCATION PROGRAM

Acct	Description	FY 2021 PERS	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
116	Teachers	37.00	2,115,771	2,119,215	1,689,532
117	Career Ladder Program		10,000	10,000	5,000
127	Extended Contracts		-	-	-
128	Homebound Teachers		-	43,159	61,921
163	Educational Assistants	33.00	785,260	723,678	611,301
171	Therapists (Speech)	8.80	495,882	448,014	309,469
188	Instructional Responsibility		48,000	40,000	70,115
201	Social Security		214,205	211,053	158,957
204/217	State Retirement		344,846	352,365	262,951
206	Life Insurance		13,790	13,125	6,333
207	Medical Insurance		364,000	375,000	282,597
212	Medicare		58,202	57,334	37,178
Salary & Fringes Subtotal:		78.80	4,449,956	4,392,943	3,495,355
<p><i>Includes salaries and benefits for teachers, speech therapists, and classroom assistants used in Special Education classes. Includes homebound teachers who go to individual students' homes if they are unable to attend school because of illness or hospitalization.</i></p>					
312	Contracts W/Private Agencies		42,000	37,000	80,341
336	Maintenance & Repair - Equipment		300	300	-
369	Substitutes - Certified		10,000	-	-
370	Substitutes - Noncertified		5,000	-	-
399	Other Contracted Services		-	40,000	18,294
429	Instructional Supplies & Materials		20,000	20,083	31,523
725	Special Education Equipment		5,300	11,705	15,339
Services Subtotal:			82,600	109,088	145,497
SPECIAL EDUCATION TOTAL:			4,532,556	4,502,031	3,640,852

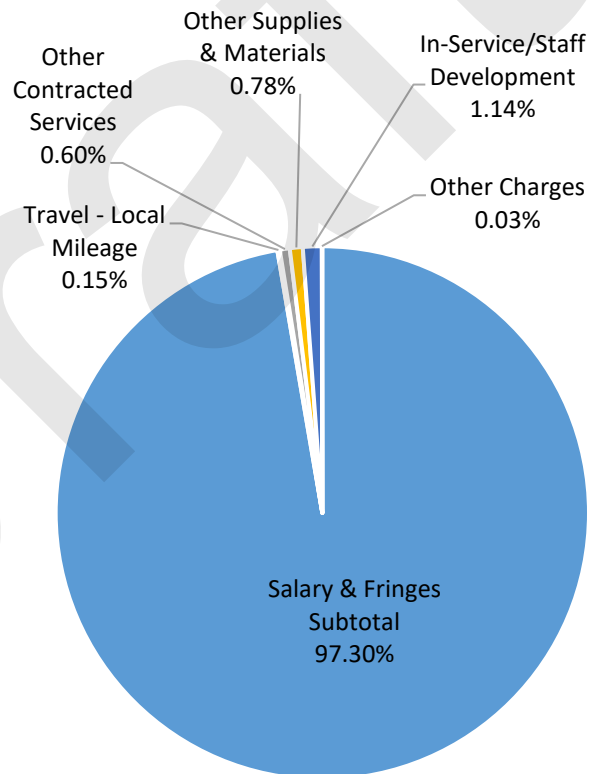
Includes contracts for services provided by private agencies for services (such as hearing impaired and visually impaired) that cannot be provided in a cost efficient manner by the District and the cost of instructional materials and supplies and equipment used to provide Special Education services.

SPECIAL EDUCATION SUPPORT

Department of Exceptional Student Education

Sarah Huffman

Assistant Superintendent, Exceptional Student
Education



\$1,664,630

Overview

This budget includes positions that are not common in many systems across the state: clericals assigned specifically to SPED only. These clericals work to schedule meetings, keep paperwork in compliance and assist in parent communication. Occupational and physical therapists and testing, evaluation materials are also included.

SUPPORT: SPECIAL EDUCATION

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Supervisors/Coordinators	2.61	254,707	257,666	254,559
117	Career Ladder Program		1,000	1,000	2,000
124	Psychological Personnel	3.00	224,451	234,992	229,003
131	Medical Personnel (OT/PT)	5.00	339,678	-	-
161	Assistant	1.00	58,366	58,366	56,100
162	Clerical Personnel	6.00	200,219	205,285	162,156
189	Other Salaries	3.00	198,526	477,633	401,257
201	Social Security		79,171	76,566	63,134
204/217	State Retirement		118,070	118,152	102,583
206	Life Insurance		5,327	5,328	2,423
207	Medical Insurance		121,599	111,599	99,120
212	Medicare		18,516	17,907	15,153
Salary & Fringes Subtotal:		18.61	1,619,630	1,564,494	1,387,489
<p><i>Includes salaries and benefits for directors, supervisors, psychologists, occupational and physical therapists, Central Office clerical personnel as well as clerical personnel located at every elementary, middle, and high school.</i></p>					
355	Travel - Local Mileage		2,500	3,500	3,769
399	Other Contracted Services		10,000	9,500	16,947
499	Other Supplies & Materials		13,000	24,102	12,319
524	In-Service/Staff Development		19,000	19,000	12,190
599	Other Charges		500	500	672
Services Subtotal:			45,000	56,602	45,897
SUPPORT: SPECIAL EDUCATION TOTAL:			1,664,630	1,621,096	1,433,385

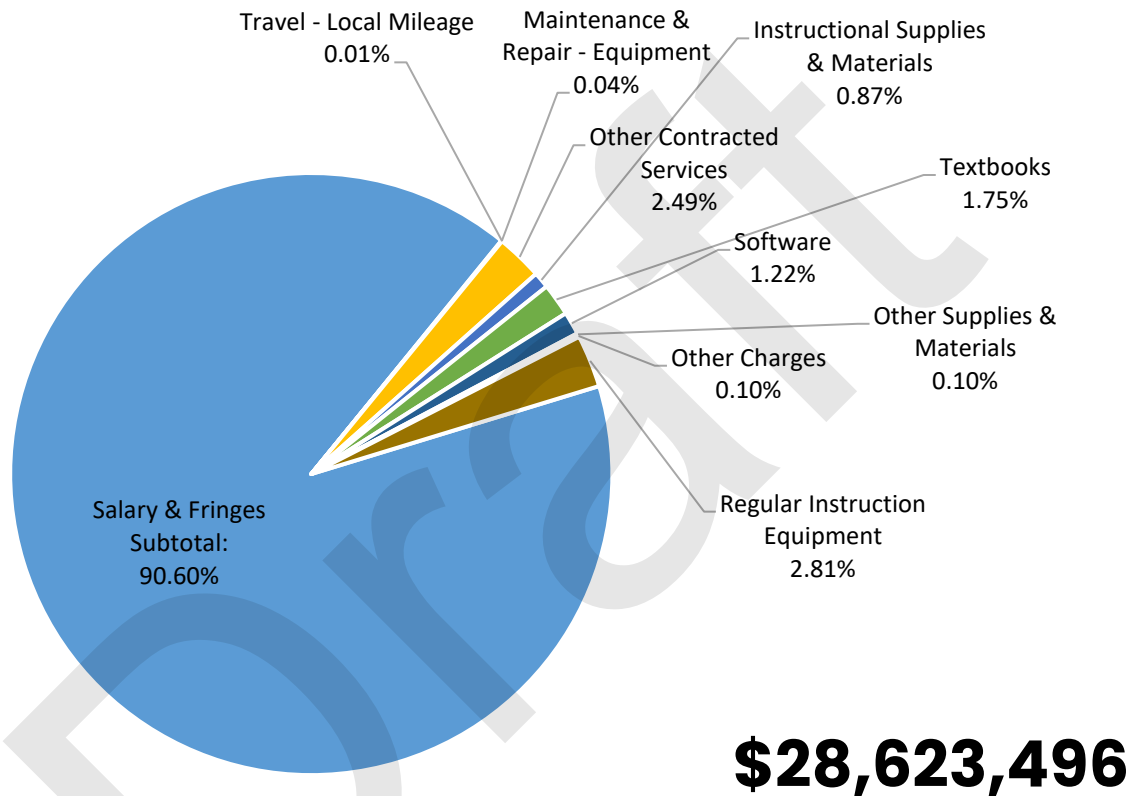
Includes support for Special Education Department for consultation, travel - local mileage for special education personnel using personal vehicles in the performance of their job, in-service and staff development. Includes specialized supplies, materials, and evaluations used with special populations.

REGULAR INSTRUCTION PROGRAM

Teaching, Learning, and Assessment

Teresa Price

Assistant Superintendent



Overview

The Regular Education Program includes activities that provide students in grades K through 12 with learning experiences to provide them with Engaging, Challenging and Innovative academics. This encompasses academics, technology integration, career and technical education, fine arts and athletics. Within this budget, salaries, textbooks, equipment, instructional supplies and materials, TV and media equipment, and other costs are used to ensure academic programming that differentiates to meet the various learning styles of our students. GMSD is recognized as a TN Advancing District where the focus is on the instructional needs of all students. GMSD teachers are highly effective and successfully implement curriculum such as Wit and Wisdom, Expeditionary Learning, Eureka Math, Saxon Phonics, Discovery Education, Dual Enrollment, Advanced Placement and other programs to support a rigorous academic experience.. The district offers strings instruction from elementary to high school and have a state-of- the-art television studio. Students are able to take advantage of a technology-rich environment, which includes the blended learning initiative for all students in grades 6-12 .

REGULAR INSTRUCTION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
116	Teachers	326.42	19,303,671	19,304,125	17,781,678
117	Career Ladder		66,000	69,000	69,000
127	Extended Contracts		25,000	25,000	4,607
140	Coaching and Other Supplements		279,700	169,700	183,034
163	Educational Assistants	29.00	654,181	526,129	456,817
188	Instructional Responsibility		55,800	55,800	48,000
19500	Substitute Teachers - Certified		-	-	
0	Substitute Teachers - Non Certified		-	-	
201	Social Security		1,263,830	1,249,285	1,076,539
204/217	State Retirement		2,085,164	2,135,831	1,871,638
206	Life Insurance		62,199	61,119	42,958
207	Medical Insurance		1,842,594	1,810,954	1,926,908
212	Medicare		295,573	292,171	251,762
	Salary & Fringes Subtotal:	355.42	25,933,712	25,699,114	23,712,940

Includes personnel and benefits for teachers and classroom assistants. Career Ladder is a State funded initiative for veteran teachers and administrators.

336	Maintenance & Repair - Equipment		12,000	16,000	7,930
355	Travel - Local Mileage		1,500	3,000	572
399	Other Contracted Services		712,430	697,430	593,184
429	Instructional Supplies & Materials		250,000	356,591	523,259
449	Textbooks		500,000	851,931	547,539
471	Software		350,000	-	-
499	Other Supplies & Materials		30,000	572,295	127,248
599	Other Charges		29,284	55,168	15,753
722	Regular Instruction Equipment		804,570	1,799,114	571,980
	Services Subtotal:		2,689,784	4,351,529	2,387,467
	REGULAR INSTRUCTION TOTAL:		28,623,496	30,050,643	26,100,407

Includes costs for textbooks, materials and supplies and instructional equipment provided to the schools.

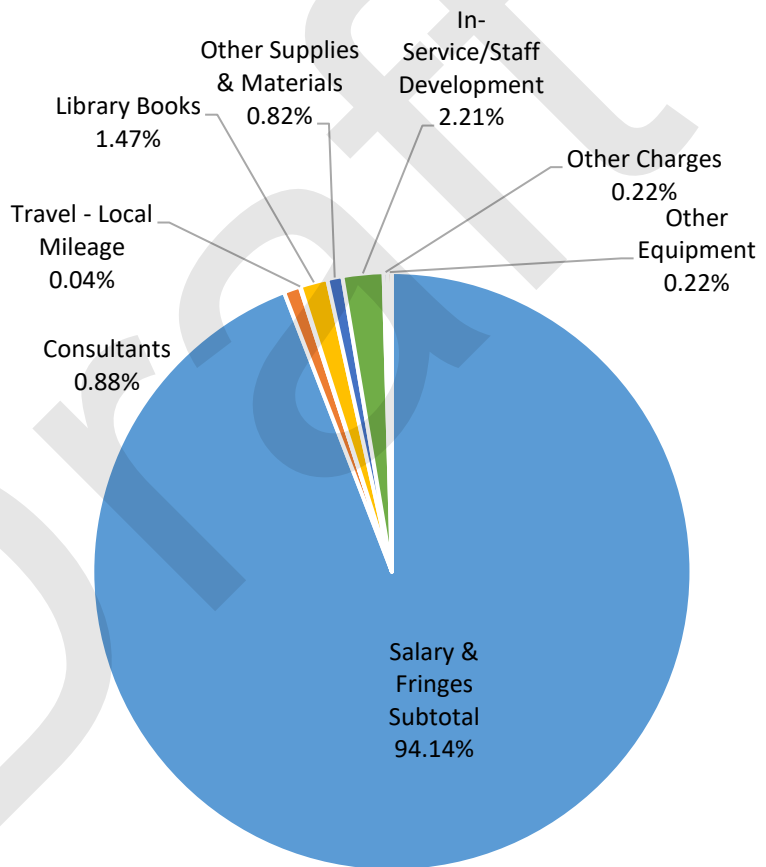


REGULAR INSTRUCTION SUPPORT

Teaching, Learning, and Assessment

Teresa Price

Assistant Superintendent



\$2,133,783

Overview

Regular Education Instructional Support includes activities primarily for assisting instructional staff in planning, developing, and evaluating the process of providing learning experiences for students. These activities include curriculum development, techniques of instruction, in-service/professional learning, etc. Within this budget, personnel includes instructional supervisors, a Director of Academic Education, Librarians, Audiovisual Personnel, Education Media Personnel, Instructional Computer Personnel, Clerical Personnel, Educational Assistants, and in-service training.

SUPPORT: REGULAR INSTRUCTION

Acct	Description	FY 2021 PERS	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
105	Directors/Supervisors	7.80	741,882	689,507	515,005
117	Career Ladder Program		3,000	3,000	3,000
129	Librarians	7.00	410,463	427,006	351,979
136	Audiovisual Personnel	1.00	71,766	71,765	70,358
137	Education Media Personnel	1.00	71,235	71,235	69,838
138	Instructional Computer Personnel	4.00	228,584	239,561	174,411
161	Secretary	1.00	56,100	58,366	56,100
163	Ed/Library Assistant	2.50	53,527	56,339	34,068
188	Instructional Responsibility		1,500	1,500	-
189	Other Salaries & Wages	1.00	60,703	59,513	44,486
201	Social Security		101,560	100,333	77,609
204/217	State Retirement		156,886	159,678	129,295
206	Life Insurance		6,325	6,010	3,053
207	Medical Insurance		146,500	120,015	116,206
212	Medicare		23,752	23,465	18,150
Salary & Fringes Subtotal:		25.30	2,133,783	2,087,293	1,663,558

Includes salaries and benefits for the Department of Curriculum Directors and Supervisors as well as clerical staff at the Central Office and individual school librarians and library assistants.

308	Consultants		20,000	1,000	-
355	Travel - Local Mileage		1,000	1,000	-
432	Library Books		33,370	33,370	31,000
499	Other Supplies & Materials		18,500	14,900	8,741
524	In-Service/Staff Development		50,000	122,400	32,209
599	Other Charges		5,000	27,073	-
722	Regular Instruction Equipment		-	18,000	11,598
790	Other Equipment		5,000	151,932	15,255
Services Subtotal:			132,870	369,675	98,803

SUPPORT: REGULAR INSTRUCTION TOTAL:

2,266,653

2,456,968

1,762,361

Includes costs for library books used in schools for replacement and additional books to address enrollment growth and meet educational standards. Includes costs for mileage for Central Office personnel using personal vehicles in the performance of their job and travel to conferences.

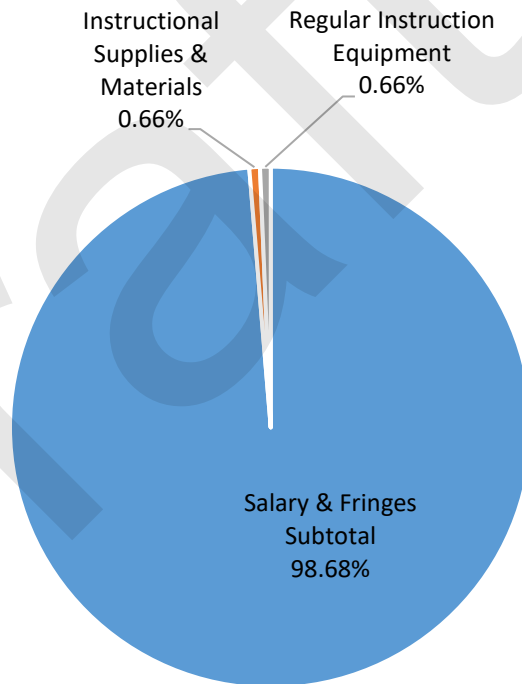


ALTERNATIVE SCHOOLS PROGRAM

Teaching, Learning, and Assessment

Teresa Price

Assistant Superintendent



\$303,661

Overview

Alternative Schools Program is an instruction program designated for students who consistently exhibit behavior that is disruptive to the learning process. This program may also serve at-risk youth or students who have a medical need for an alternative learning environment. Included in this budget are the activities of aides or classroom assistants, teachers, or social workers. The major expenditures for GMSD include teachers, a social worker, homebound instruction, contracts with local agencies for healthcare, and supplies and materials.

ALTERNATIVE EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
116	Teachers	2.00	131,627	131,624	114,673
117	Career Ladder		1,000	1,000	-
128	Homebound Teachers	-	15,000	25,000	6,393
130	Social Worker	1.00	61,833	61,832	60,620
163	Educational Assistants	1.00	24,990	22,947	21,967
201	Social Security	-	14,536	15,029	11,981
204/217	State Retirement	-	22,975	24,638	20,574
206	Life Insurance	-	700	700	467
207	Medical Insurance	-	23,600	23,600	23,600
212	Medicare	-	3,400	3,515	2,802
	Salary & Fringes Subtotal:	4.00	299,661	309,885	263,076
312	Contracts With Agencies		-	31,500	2,861
429	Instructional Supplies & Materials		2,000	500	-
722	Regular Instruction Equipment		2,000	2,000	-
	Services Subtotal:		4,000	34,000	2,861
	ALTERNATIVE EDUCATION TOTAL:		303,661	343,885	265,937

Includes salaries and fringe benefits for teachers and contracts with outside providers for alternative school academic and counseling programs.

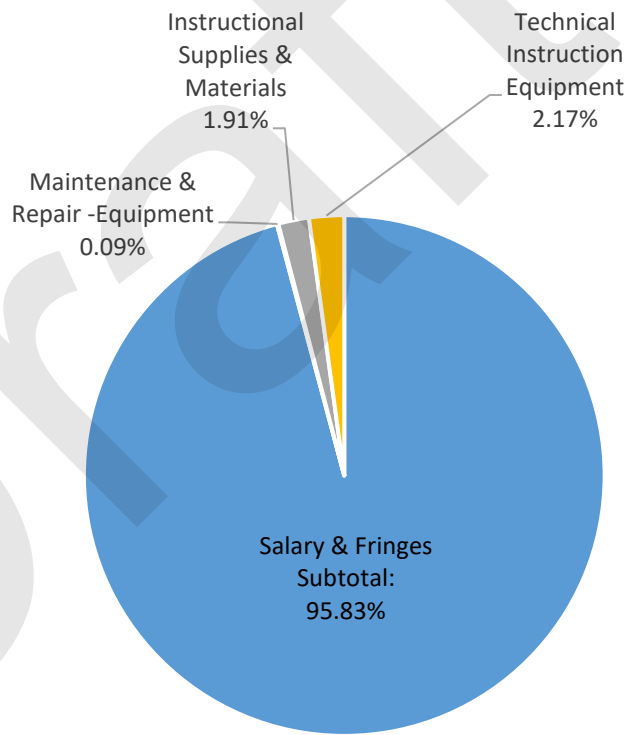


CAREER AND TECHNICAL EDUCATION PROGRAM

Teaching, Learning, and Assessment

Teresa Price

Assistant Superintendent



\$1,151,992

Overview

The Vocational Education Instructional Program includes instructional activities that provide students with the opportunity to develop knowledge, skills, and attitudes needed for employment in an occupational area. Activities include training both in the classroom and in a supervised work environment. Our Career and Technical Education (CTE) offers programs that align with our area high-demand occupations and provide Early Postsecondary Opportunities for our students who are on the college or career pathway.

CAREER & TECHNICAL EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	FY 2021	FY 2021	FY 2020	FY 2019
		<u>PERS</u>	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>
116	Teachers	14.75	832,965	845,201	716,372
117	Career Ladder Program		1,000	1,000	-
201	Social Security		51,706	52,464	40,380
204/217	State Retirement		85,648	89,951	72,125
206	Life Insurance		2,581	2,581	1,722
207	Medical Insurance		118,000	118,000	110,000
212	Medicare		12,092	12,270	9,444
Salary & Fringes Subtotal:		14.75	1,103,992	1,121,467	950,043
<div style="border: 1px solid black; background-color: #e6f2ff; padding: 5px;"> <p><i>Includes salaries and benefits for teachers in the Career and Technical Education programs provided at Houston High School.</i></p> </div>					
336	Maintenance & Repair -Equipment		1,000	1,000	-
429	Instructional Supplies & Materials		22,000	22,000	18,010
730	Technical Instruction Equipment		25,000	31,429	18,644
Services Subtotal:			48,000	54,429	36,654
TECHNICAL EDUCATION TOTAL:			1,151,992	1,175,896	986,697
<div style="border: 1px solid black; background-color: #e6f2ff; padding: 5px;"> <p><i>Includes textbooks, materials and supplies, and equipment in Career and Technical Education programs at Houston High School.</i></p> </div>					

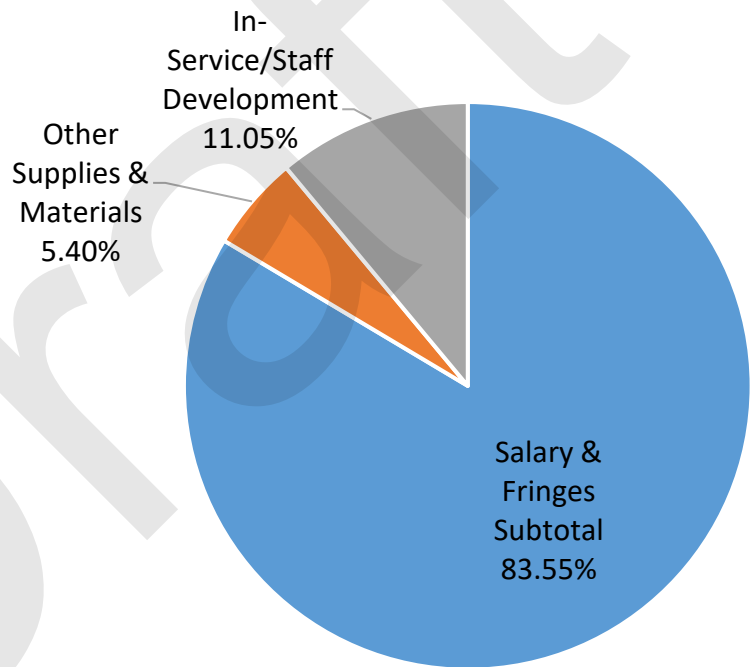


CAREER AND TECH EDUC SUPPORT

Teaching, Learning, and
Assessment

Teresa Price

Assistant Superintendent



\$30,246

Overview

Vocational Education Instructional Staff Support includes activities primarily for assisting CTE instructional staff in planning, developing, and evaluating the process of providing learning experiences that give students the opportunity to develop the knowledge, skills and attitudes, and possibly industry certification needed for employment in an occupational area.

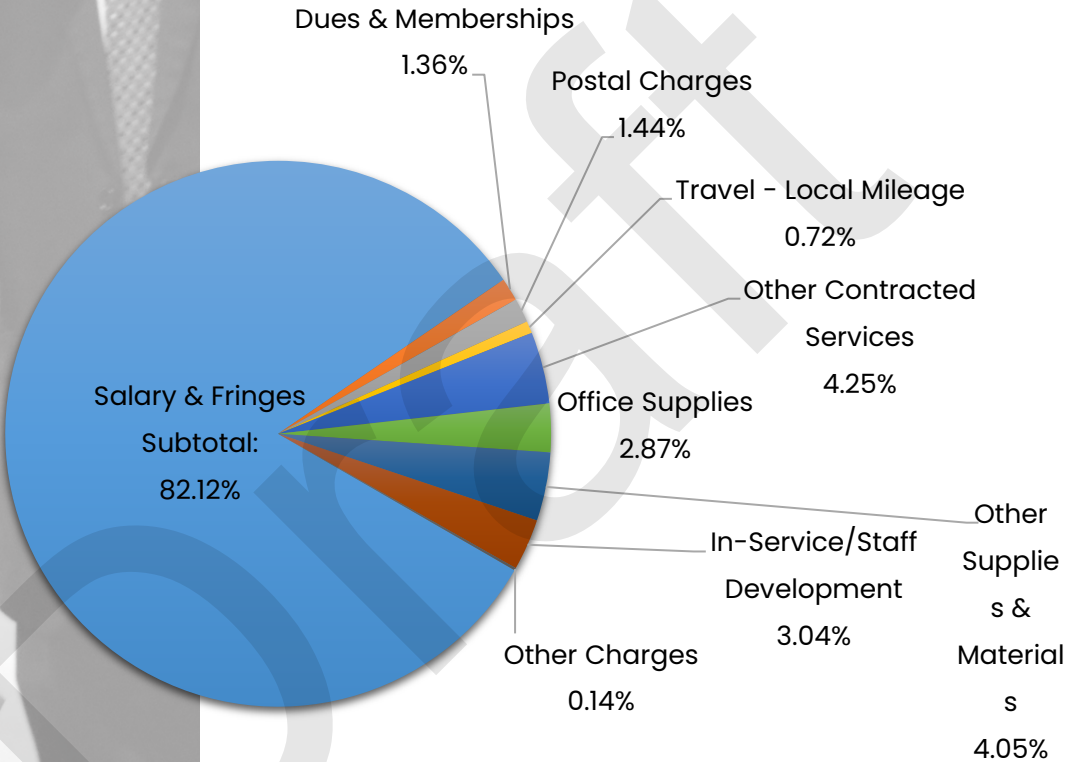
SUPPORT: CAREER AND TECHNICAL EDUCATION

Acct	Description	FY 2021	FY 2021	FY 2020	FY 2019
		PERS	Budget	Budget	Actual
105	Director/Supervisor	0.20	18,311	18,311	17,593
201	Social Security		1,135	1,135	1,022
204/217	State Retirement		1,881	1,946	1,583
206	Life Insurance		50	50	41
207	Medical Insurance		2,650	1,650	1,651
212	Medicare		266	265	239
Salary & Fringes Subtotal:		0.20	24,293	23,357	22,129
499	Other Supplies & Materials		1,953	1,953	-
524	In-Service/Staff Development		4,000	4,000	1,699
Services Subtotal:			5,953	5,953	1,699
SUPPORT: CAREER AND TECH EDUCATION TOTAL:			30,246	29,310	23,828

Includes funds for support staff in the Career and Technical Education Department.

SUPERINTENDENT

Office of the Superintendent



\$696,682

Overview

This budget includes salaries for the Superintendent, academy registrar and whole-child coordinator, communications coordinator and interns, executive secretary, and front desk receptionist. It also includes lease payments for the central office space.

OFFICE OF SUPERINTENDENT

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
101	County Official/Administrative Officer	1.00	169,793	169,793	167,017
103	Deputy	0.50	75,990	75,990	-
117	Career Ladder		1,000	1,000	3,000
161	Secretaries	2.00	105,152	105,151	58,681
189	Other Salaries & Wages	1.20	104,892	103,071	89,285
201	Social Security		28,323	28,338	16,499
204/217	State Retirement		37,778	40,541	32,911
206	Life Insurance		1,880	1,687	723
207	Medical Insurance		33,500	31,500	30,000
212	Medicare		6,624	6,627	4,403
299	Other Fringe Benefits		7,200	7,200	7,200
Salary & Fringes Subtotal:		4.70	572,132	570,898	409,719

Includes salaries and benefits for the Superintendent, a secretary, and a receptionist.

320	Dues & Memberships		9,500	9,500	7,121
330	Operating Lease Payments		-	51,816	155,448
348	Postal Charges		10,000	10,000	7,702
355	Travel - Local Mileage		5,000	5,000	366
399	Other Contracted Services		29,600	22,400	20,400
435	Office Supplies		20,000	20,000	5,281
499	Other Supplies & Materials		28,250	13,250	-
524	In-Service/Staff Development		21,200	26,200	17,934
599	Other Charges		1,000	3,943	946
Services Subtotal:			124,550	162,109	215,198
OFFICE OF SUPERINTENDENT TOTAL:			696,682	733,007	624,916

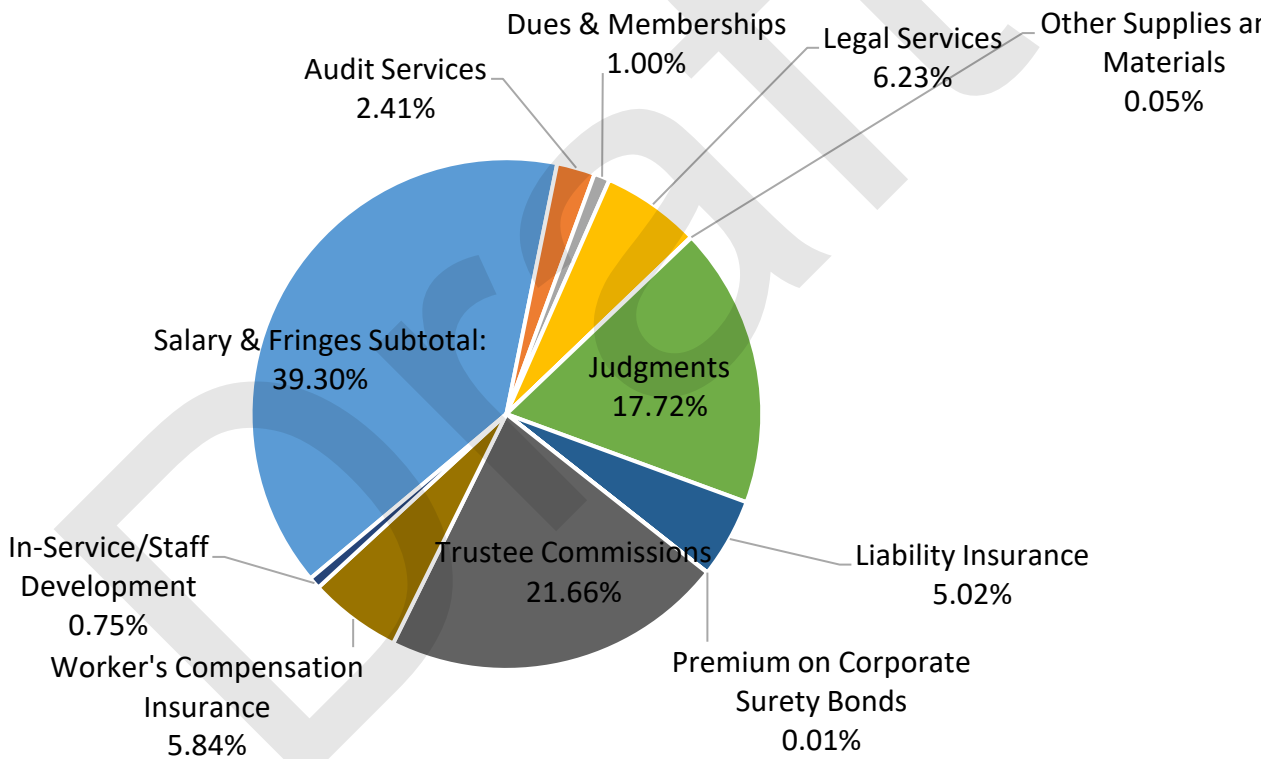
Includes costs associated with the Office of the Superintendent and leasing costs for the District Office.





SCHOOL BOARD

Board of Education Services \$2,005,590



Overview

This budget includes salaries for school board members, travel, workers' compensation insurance, liability insurance, legal services, and audit services.

The School Board has made a commitment to fully fund retiree health benefits (OPEB) since FY15. The total investment to the district's OPEB trust account is \$3.0 million. The budgeted contribution for FY21 is \$755,000. This district initiative annually requires a commitment of approximately \$500,000.

BOARD OF EDUCATION SERVICES

Acct	Description	FY 2021 PERS	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
189	Other Salaries & Wages	5.00	21,500	21,500	21,500
201	Social Security		1,333	1,333	1,333
204/217	State Retirement		-		-
206	Life Insurance - Retirees		46,000	46,000	32,259
207	Health Insurance - Retirees		709,000	709,000	693,208
210	Unemployment Compensation		10,000	10,000	6,111
212	Medicare		312	312	312
Salary & Fringes Subtotal:		5.00	788,145	788,145	754,722

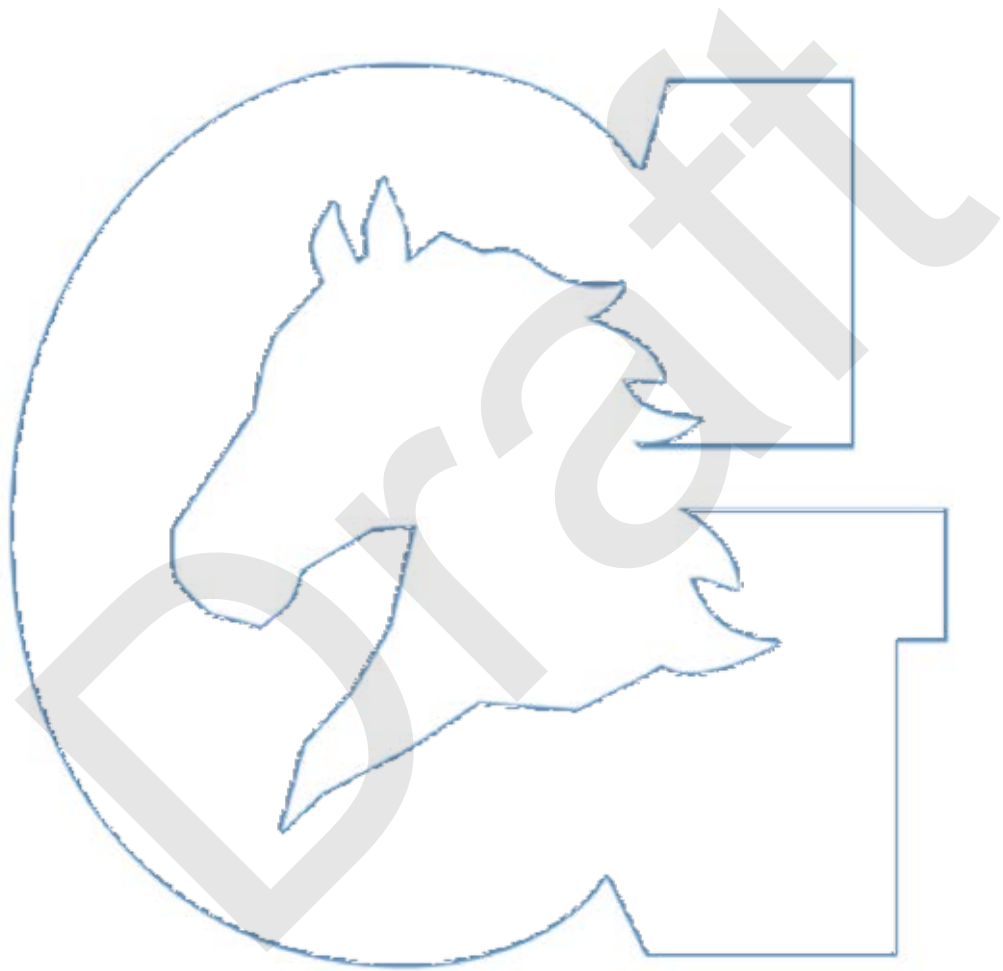
Includes salaries and benefits for members of the Board of Education. Includes employee benefits related to OPEB contributions.

305	Audit Services		48,400	41,500	38,600
320	Dues & Memberships		20,000	20,000	14,805
331	Legal Services		125,000	125,000	136,340
499	Other Supplies and Materials		1,000	1,000	630
505	Judgments		355,453	-	150,000
506	Liability Insurance		100,748	98,750	94,942
508	Premium on Corporate Surety Bonds		300	300	-
510	Trustee Commissions		434,409	423,560	406,631
513	Worker's Compensation Insurance		117,135	117,135	100,042
524	In-Service/Staff Development		15,000	25,000	12,339
Services Subtotal:			1,217,445	852,245	954,329

**BOARD OF EDUCATION SERVICES
TOTAL:**

2,005,590 1,640,390 1,709,052

Includes costs related to operation of the Board of Education, including audit services, legal services and Shelby County Trustee commissions on property and sales tax collections.





2021 GMSD OTHER FUNDS

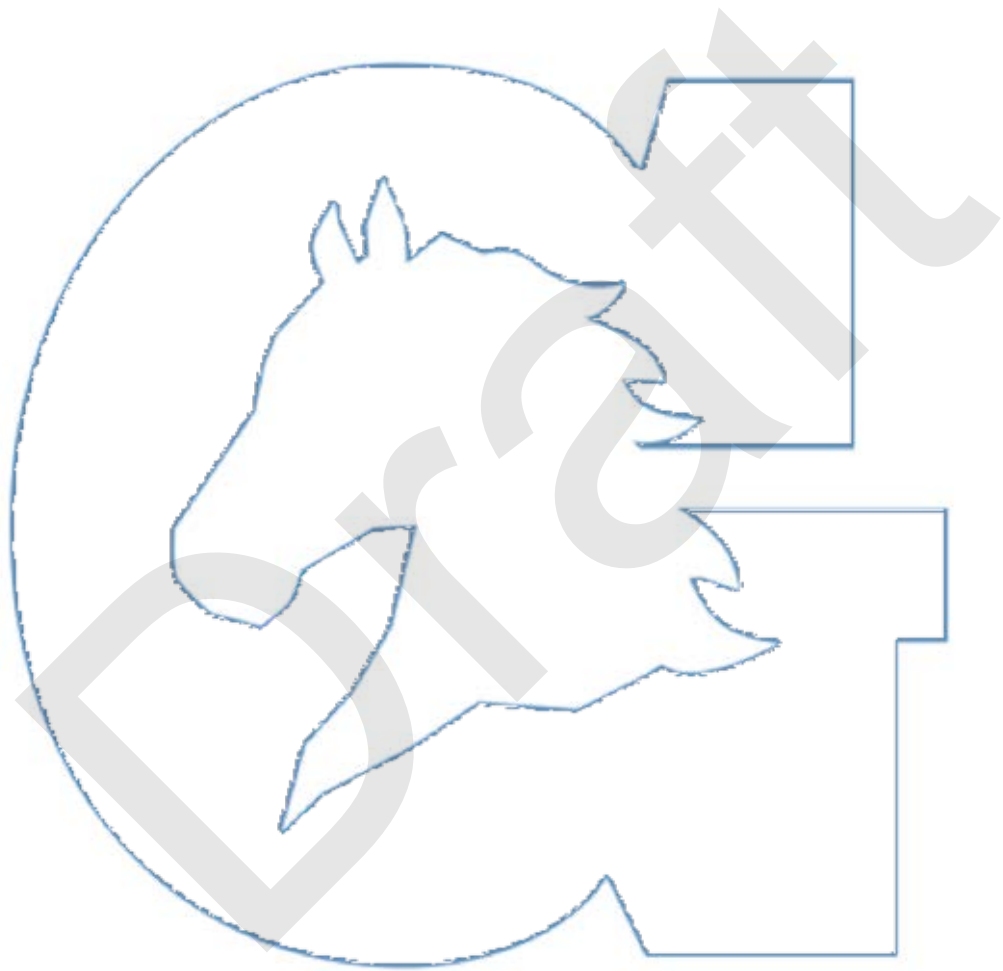
First Reading – June 4, 2020

KEVIN JONES,
CHIEF FINANCIAL OFFICER

JOSH CATHEY,
DEPUTY SUPERINTENDENT

JASON MANUEL,
SUPERINTENDENT

REBECCA LUTER,
SCHOOL BOARD CHAIR





GERMANTOWN MUNICIPAL SCHOOL DISTRICT

BOARD OF EDUCATION

Rebecca Luter	Chair
Amy Eoff	Vice-Chair
Linda Fisher	Board member
Angela Griffith	Board member
Betsy Landers	Board member

ADMINISTRATION

Jason Manuel	Superintendent
Chauncey Bland	Assistant Superintendent, Student Services
Josh Cathey	Deputy Superintendent
Sarah Huffman	Assistant Superintendent, Exceptional Student Education
Kevin Jones	Chief Financial Officer
John Pierce	Director of Technology
Teresa Price	Assistant Superintendent of Teaching, Learning, and Assessment
Elissa Stratton	Executive Director of Human Resources

GERMANTOWN MUNICIPAL SCHOOL DISTRICT

SCHOOL DISTRICT VISION, MISSION, AND BELIEFS

VISION

Excellence. *Always.*

MISSION

To prepare, inspire, and empower students to become engaged learners and socially responsible citizens.

BELIEFS

WE BELIEVE IN FOCUSING ON WHAT MATTERS MOST

It is the belief of Germantown Municipal School District to place students at the forefront of all decisions; to respect the state department of education's plan and ambitions with Tennessee Succeeds; and to focus on developing a local public-school system that excels in all academic and non-academic areas.



CONTENTS

OTHER FUNDS

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FEDERAL PROJECTS REVENUES

Carl Perkins Basic, Consolidated Administration, Title I, Title II, Title III, Title IV, IDEA Part B, IDEA Preschool, IDEA SPDG

6

FEDERAL PROJECTS EXPEND

Carl Perkins Basic, Consolidated Administration, Title I, Title II, Title III, Title IV, IDEA Part B, IDEA Preschool, IDEA SPDG

24

SCHOOL NUTRITION

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OPEB TRUST

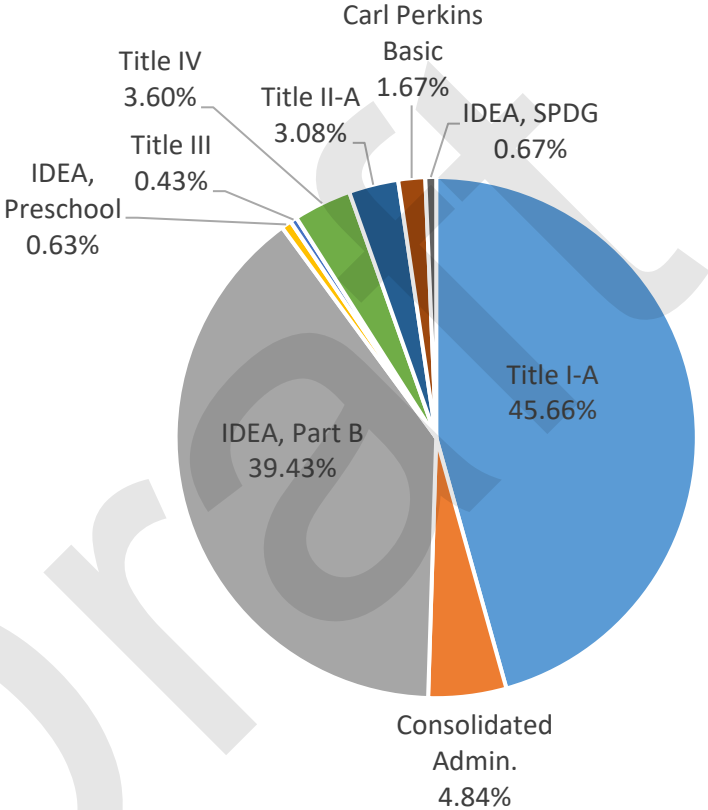
Excellence. Always.

Our Germantown Municipal School District's focus is: to place students at the forefront of all our decisions; to respect our state department of education's plan and ambitions with Tennessee Succeeds; and to focus on developing a local public school system that excels in all academic and non-academic areas.

FEDERAL PROJECTS REVENUES



\$2,987,249



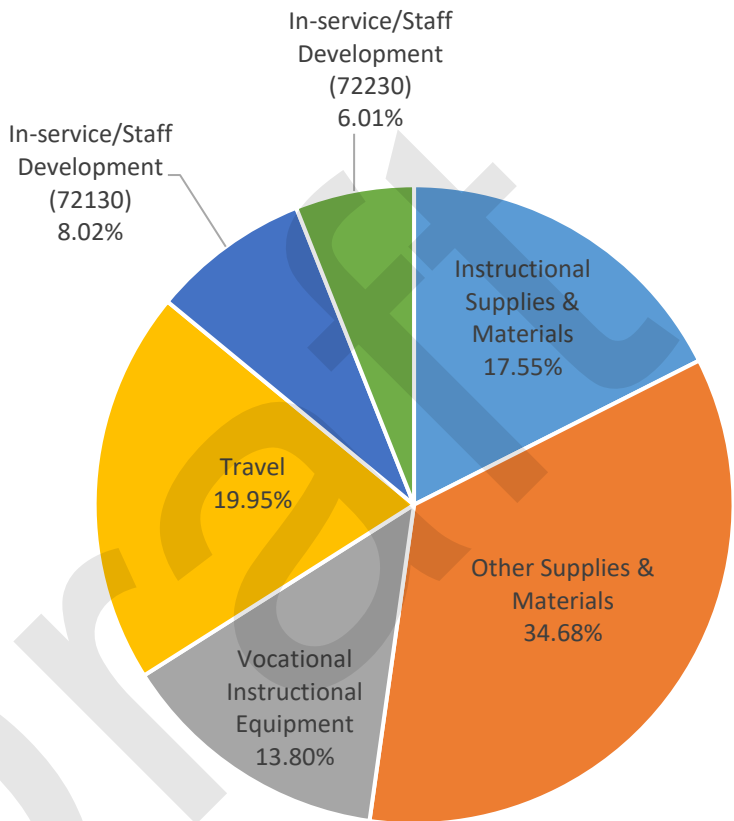
Subcategories

- Consolidated Admin
- Title I-A
- Title II-A
- Title III
- Title IV
- IDEA, Part B
- IDEA, Preschool

FEDERAL PROJECTS REVENUES

<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
47131	Carl Perkins Basic	49,887	58,169	57,156
47131	Carl Perkins Reserve	0	34,000	5,725
47141	Title I-A	1,363,897	2,051,028	2,143,175
47141	Consolidated Admin.	144,537	144,537	239,383
47143	IDEA, Part B	1,177,842	1,443,740	1,056,374
47143	IDEA, Preschool	18,912	19,528	10,842
47143	IDEA, SPDG	20,000	0	0
47143	IDEA, Preschool Discretionary	0	33,000	0
47146	Title III	12,723	13,051	12,455
47147	Title IV	107,449	148,916	128,656
47189	Title II-A	92,002	150,669	88,793
FEDERAL PROJECTS REVENUES TOTAL:		<u>2,987,249</u>	<u>4,096,638</u>	<u>3,742,559</u>

CARL PERKINS BASIC



\$49,887

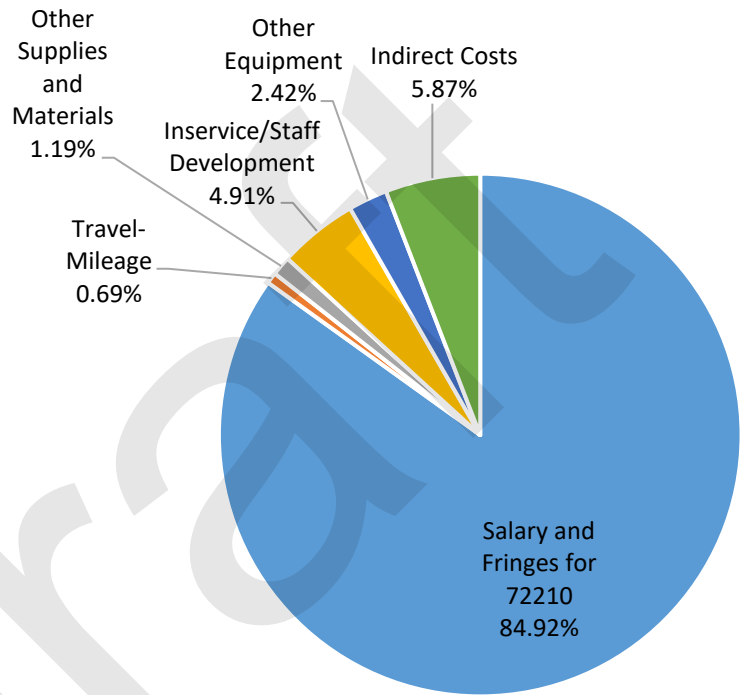
Overview

Carl Perkins provides funding for secondary career and technical education programs. The funding is used for secondary and adult career and technical programs, technology program improvement, technology preparation, and career enhancement.

CARL PERKINS BASIC

<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
Vocational Instruction (71300)				
429	Instructional Supplies & Materials	8,755	10,700	0
499	Other Supplies & Materials	17,300	10,150	11,525
730	Vocational Instructional Equipment	6,882	15,892	29,934
Other Student Support (72130)				
355	Travel	9,950	11,634	11,406
524	In-service/Staff Development	4,000	7,200	2,456
Support: Vocational Education (72230)				
524	In-service/Staff Development	3,000	2,093	1,360
599	Other Charges	0	500	475
Transfers Out (99100)				
504	Indirect Costs	0	0	0
CARL PERKINS BASIC TOTAL:		<u>49,887</u>	<u>58,169</u>	<u>57,156</u>

CONSOLIDATED ADMINISTRATION



\$144,537

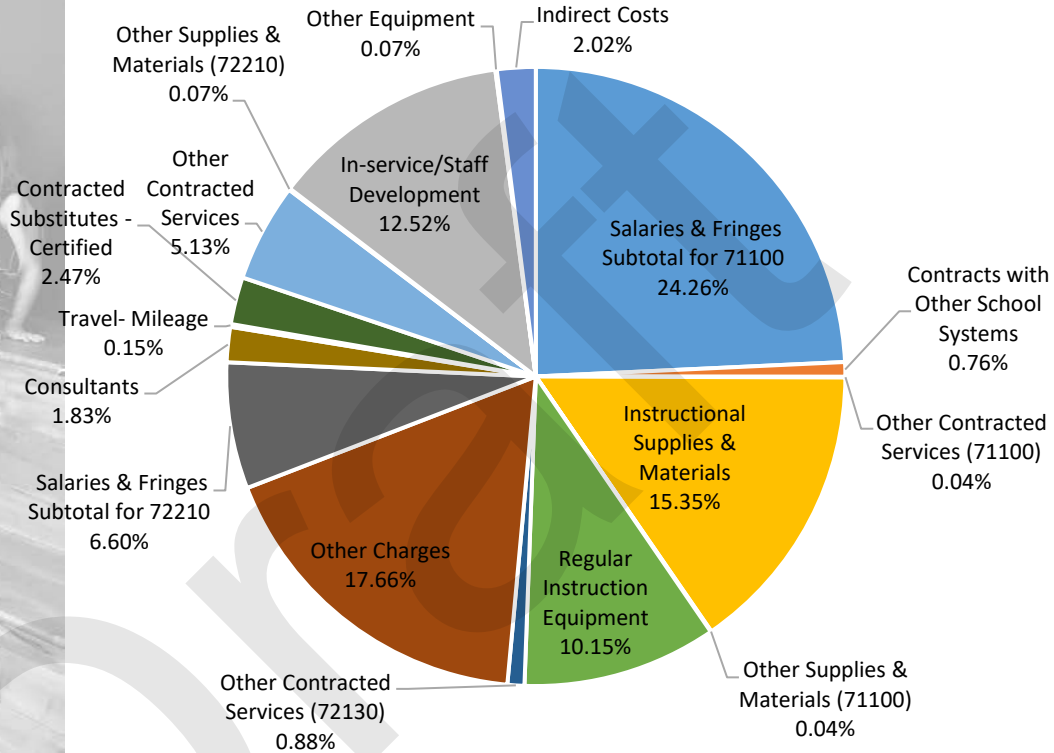
Overview

Consolidated Administration funds are utilized to administer Elementary and Secondary Education Act (ESEA) programs which provide services for children, teachers, principals, other instructional staff, and parents. These resources are also used to ensure compliance with all applicable statutes, regulations, and procedures. Programs included are Title I, Part A; Title II, Part A; and Title III, Part A.

CONSOLIDATED ADMIN

<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
Support: Regular Instruction (72210)				
189	Other Salaries & Wages (1 FTE)	96,656	94,761	171,733
201	Social Security	5,993	5,875	10,205
204	State Retirement	10,275	10,073	15,732
206	Life Insurance	153	224	413
207	Medical Insurance	8,255	8,255	12,725
212	Medicare	1,402	1,374	2,387
	Salaries & Fringes Subtotal for 72210 :	122,734	120,562	213,195
355	Travel- Mileage	1,000	1,000	72
499	Other Supplies and Materials	1,723	3,857	1,033
524	Inservice/Staff Development	7,091	7,091	6,452
790	Other Equipment	3,500	2,500	0
Transfers Out (99100)				
504	Indirect Costs	8,489	9,527	18,631
CONSOLIDATED ADMIN TOTAL:		144,537	144,537	239,383

TITLE I-A



\$1,363,897

Overview

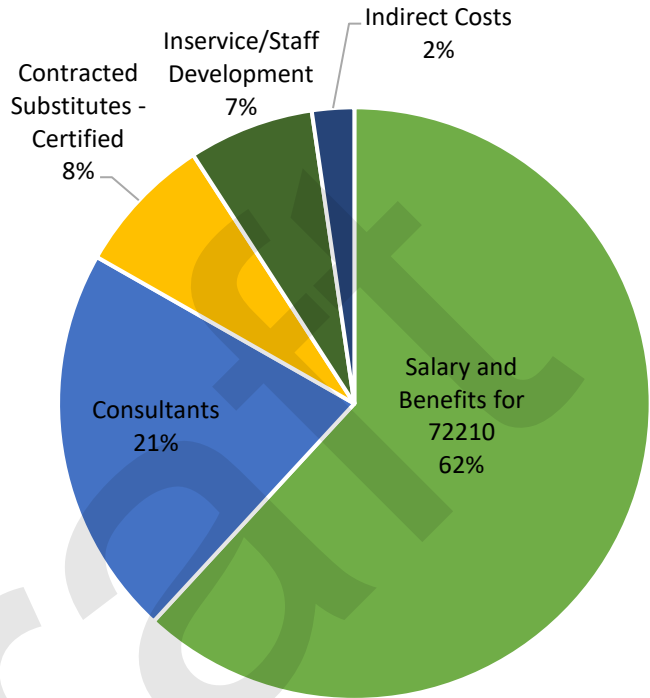
Title I, Improving Academic Achievement, provides resources to help ensure that all children have a fair, equal, and significant opportunity to obtain a high-quality education, and reach, at a minimum, proficiency on challenging state academic standards and state academic assessments. The major focus of this funding are school improvement, assessment, and accountability.

TITLE I-A

<u>Fund</u>	<u>Description</u>	FY 2021 <u>Budget</u>	FY 2020 <u>Budget</u>	FY 2019 <u>Actual</u>
Regular Instruction (71100)				
116	Teachers (3 FTEs)	192,785	179,581	113,365
189	Other Salaries & Wages	80,836	99,039	83,376
201	Social Security	16,964	17,275	11,909
204	State Retirement	27,015	27,741	15,900
206	Life Insurance	305	441	267
207	Medical Insurance	8,942	8,942	4,471
212	Medicare	3,967	4,040	2,785
	Salaries & Fringes Subtotal for 71100 :	330,814	337,059	232,073
311	Contracts with Other School Systems	10,392	34,400	34,393
399	Other Contracted Services (71100)	500	2,000	1,050
429	Instructional Supplies & Materials	209,326	464,246	527,223
499	Other Supplies & Materials (71100)	500	500	0
722	Regular Instruction Equipment	138,414	564,163	775,741
399	Other Contracted Services (72130)	12,050	26,348	347
599	Other Charges	240,904	17,374	28,113
Support: Regular Instruction (72210)				
189	Other Salaries & Wages (1)	76,035	137,727	137,353
201	Social Security	4,715	8,331	8,364
204	State Retirement	8,083	14,283	14,491
206	Life Insurance	103	314	314
207	Medical Insurance	0	11,407	4,512
212	Medicare	1,103	1,948	1,956
	Salaries & Fringes Subtotal for 72210 :	90,039	174,010	166,990
308	Consultants	25,000	0	0
355	Travel- Mileage	2,000	2,000	1,690
369	Contracted Substitutes - Certified	33,654	19,970	0
399	Other Contracted Services	70,000	60,000	0
499	Other Supplies & Materials (72210)	1,000	3,000	100
524	In-service/Staff Development	170,771	312,423	303,614
790	Other Equipment	1,000	6,000	1,841
Transfers Out (99100)				
504	Indirect Costs	27,533	27,535	70,000
TITLE I-A TOTAL:		1,363,897	2,051,028	2,143,175



TITLE II-A



\$92,002

Overview

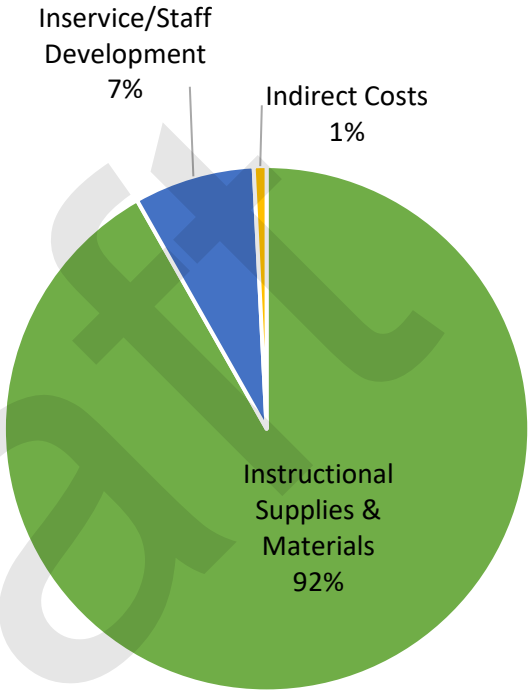
Title II, Training & Recruiting, is to increase the academic achievement of all students by helping schools and districts improve teacher and principal quality and ensure that all teachers are highly qualified. These funds are utilized to provide professional development activities.

TITLE II-A

<u>Fund</u>	<u>Description</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Budget</u>	<u>FY 2018 Actual</u>
Support: Regular Instruction (72210)				
189	Other Salaries & Wages (0.6 FTE)	47,864	57,153	61,941
201	Social Security	2,968	3,543	3,446
204	State Retirement	5,088	6,075	6,476
206	Life Insurance	61	135	152
207	Medical Insurance	230	6,909	7,772
212	Medicare	694	829	806
308	Consultants	19,675	0	0
369	Contracted Substitutes - Certified	7,000	0	0
499	Other Supplies & Materials	0	2,072	450
524	Inservice/Staff Development	6,302	56,833	5,750
790	Other Equipment	0	15,000	0
Transfers Out (99100)				
504	Indirect Costs	2,120	2,120	2,000
TITLE II-A TOTAL:		<u>92,002</u>	<u>150,669</u>	<u>88,793</u>



TITLE III



\$12,723

Overview

Title III, English Language Acquisition, is to provide special English language development classes, tutoring, training, and instructional supplies for ELL students.

TITLE

III

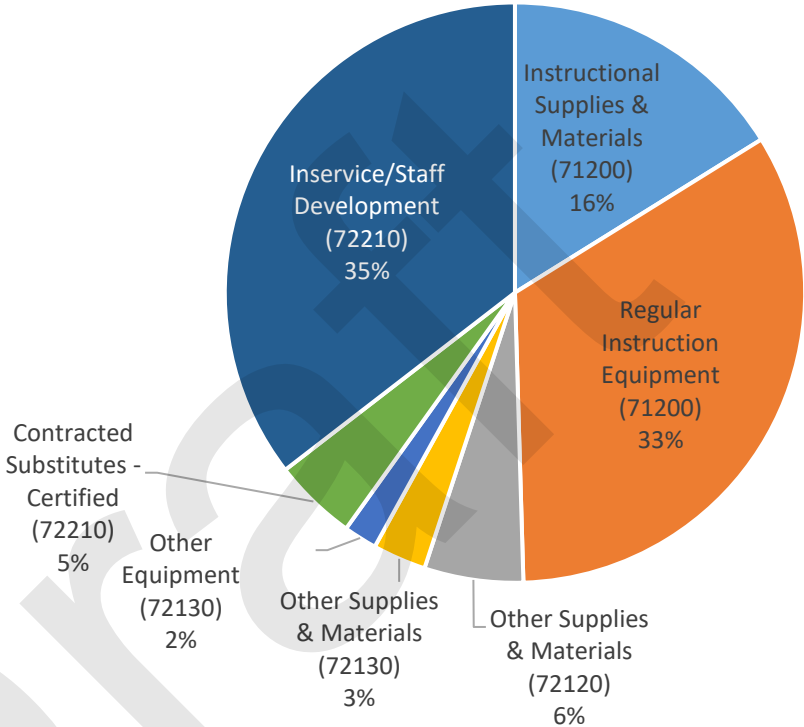
<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
Regular Instruction (71100)				
429	Instructional Supplies & Materials	11,678	11,678	10,457
Support: Regular Instruction (72210)				
524	Inservice/Staff Development	945	1,273	1,898
Transfers Out (99100)				
504	Indirect Costs	100	100	100
TITLE III TOTAL:		<u>12,723</u>	<u>13,051</u>	<u>12,455</u>

Draft

TITLE IV



\$107,449



Overview

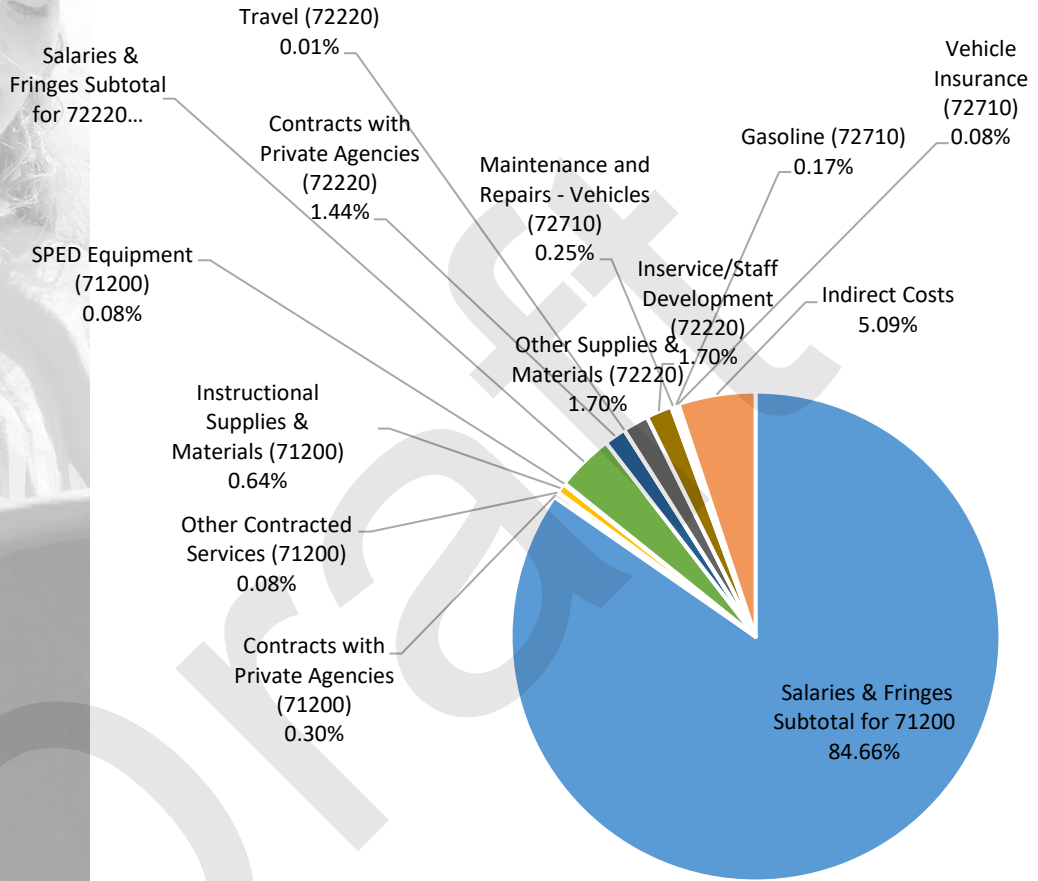
Title IV, Student Support and Academic Enrichment (SSAE), is intended to improve students' academic achievement by increasing the capacity of state educational agencies, local educational agencies, and local communities to provide all students with access to a well-rounded education, improve school conditions for student learning, and improve the use of technology in order to improve the digital literacy of all students.

**TITLE
IV**

<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
Regular Instruction (71100)				
429	Instructional Supplies & Materials	17,352	24,200	23,657
722	Regular Instruction Equipment	35,872	51,491	47,942
Health Services (72120)				
499	Other Supplies & Materials	5,925	5,925	2,497
Other Student Support (72130)				
499	Other Supplies & Materials	3,200	5,200	16,584
790	Other Equipment	2,000	3,000	0
Support: Regular Instruction (72210)				
369	Contracted Substitutes - Certified	5,000	5,000	0
524	Inservice/Staff Development	38,100	54,100	37,976
TITLE IV TOTAL:		<u>107,449</u>	<u>148,916</u>	<u>128,656</u>

Draft

IDEA, PART B



\$1,177,842

Overview

IDEA, Part B, is for students ranging in ages of three through twenty-one who are eligible for special education services. The Individuals with Disabilities in Education Act (IDEA, Part B) provides services such as specialized instruction and programs, interpretation services, and behavior interventions.

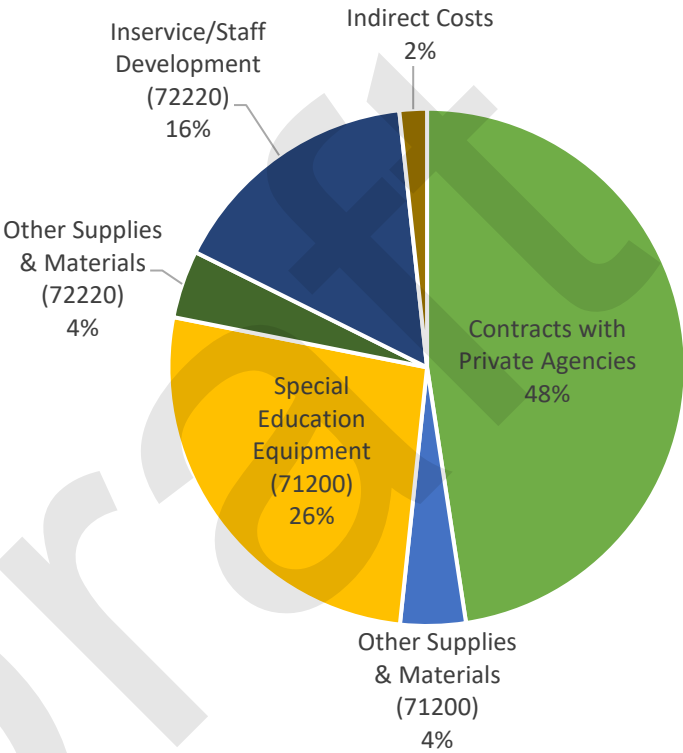
IDEA-

B

Fund	Description	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
Special Education (71200)				
116	Teachers (2 FTEs)	114,582	112,335	110,186
163	Educational Assistants (26 FTEs)	617,916	605,800	504,164
201	Social Security	45,415	49,501	33,101
204	State Retirement	67,380	68,099	54,770
206	Life Insurance	7,000	7,000	1,482
207	Medical Insurance	134,250	134,250	108,409
212	Medicare	10,621	10,413	7,741
	Salaries & Fringes Subtotal for 71200 :	<u>997,164</u>	<u>987,398</u>	<u>819,853</u>
312	Contracts with Private Agencies	3,500	25,387	40,144
399	Other Contracted Services	1,000	0	34,500
429	Instructional Supplies & Materials	7,500	124,525	15,722
725	SPED Equipment	1,000	31,277	5,243
Support: Special Education (72220)				
105	Supervisor/Director	33,873	33,209	27,552
201	Social Security	2,100	2,059	1,562
204	State Retirement	3,479	3,530	2,882
206	Life Insurance	75	75	67
207	Medical Insurance	4,491	4,491	3,143
212	Medicare	491	482	365
	Salaries & Fringes Subtotal for 72220 :	<u>44,509</u>	<u>43,846</u>	<u>35,571</u>
312	Contracts with Private Agencies	17,007	20,000	0
355	Travel	100	300	255
399	Other Contracted Services	0	0	0
499	Other Supplies & Materials	20,000	35,000	18,391
524	Inservice/Staff Development	20,062	60,000	40,661
599	Other Charges	0	12,000	0
Transportation (72710)				
338	Maintenance and Repairs - Vehicles	3,000	3,000	0
425	Gasoline	2,000	3,000	183
511	Vehicle Insurance	1,000	3,000	844
729	Transportation Equipment	0	50,000	0
Transfers Out (99100)				
504	Indirect Costs	<u>60,000</u>	<u>45,007</u>	<u>45,007</u>
	IDEA-B TOTAL:	<u><u>1,177,842</u></u>	<u><u>1,443,740</u></u>	<u><u>1,056,374</u></u>



IDEA PRESCHOOL



\$18,912

Overview

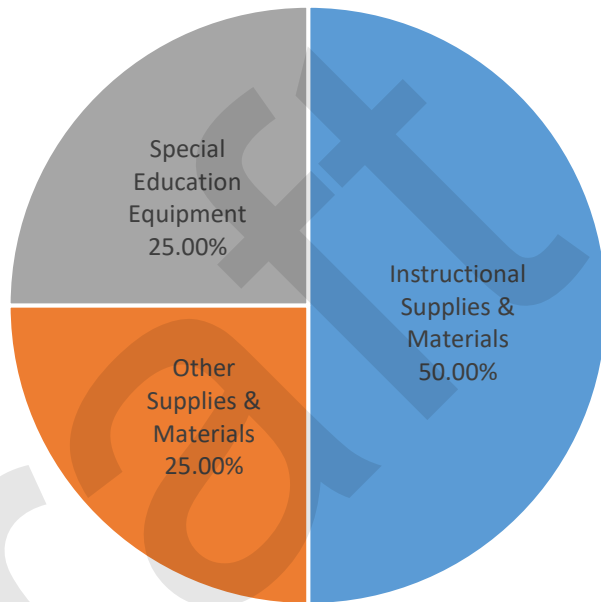
Federal funds provided for special education services to preschool students.

IDEA- PRESCHOOL

<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
Special Education (71200)				
312	Contracts with Private Agencies	9,000	10,000	0
429	Instructional Supplies & Materials	0	0	5,076
499	Other Supplies & Materials	773	0	0
725	Special Education Equipment	5,000	2,584	1,604
Support: Special Education (72220)				
399	Other Contracted Services	0	0	77
499	Other Supplies & Materials	800	573	1,946
524	Inservice/Staff Development	3,014	6,046	1,814
Transfers Out (99100)				
504	Indirect Costs	325	325	325
IDEA- PRESCHOOL TOTAL:		<u>18,912</u>	<u>19,528</u>	<u>10,842</u>

Draft

IDEA, SPDG



\$20,000

Overview

State Personnel Development Grant (SPDG) grant to assist students with disabilities in their ability to access Tier One instruction.

IDEA- PARTNERSHIP FOR SYSTEMIC CHANGE – SPDG INCENTIVE FUNDS

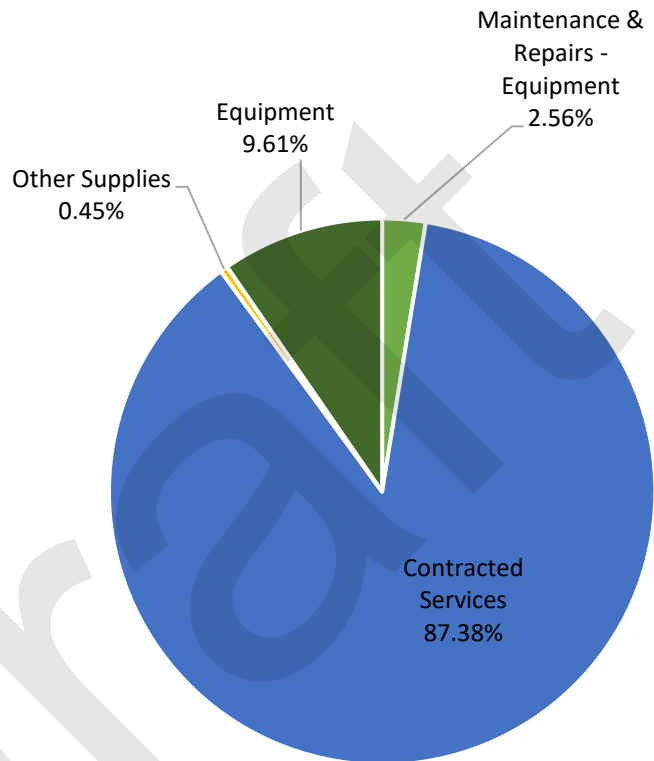
<u>Fund</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
Special Education (71200)				
429	Instructional Supplies & Materials	10,000	0	0
499	Other Supplies & Materials	5,000	0	0
725	Special Education Equipment	5,000	0	0
		<hr/>	<hr/>	<hr/>
	IDEA- SPDG TOTAL:	<u>20,000</u>	<u>0</u>	<u>0</u>
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Draft

SCHOOL NUTRITION



\$1,606,069



Overview

Aramark, an independent contractor, is responsible for all District cafeteria operations. All sales and USDA breakfast and lunch reimbursements are received directly by the District.

SCHOOL NUTRITION

REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
43521	Lunch Income- Children	695,608	604,485	599,484
43522	Lunch Income- Adults	8,000	7,687	8,225
43523	Breakfast Income	43,155	40,749	43,236
43525	Ala Carte Sales	526,450	505,802	514,799
47111	USDA Lunch	238,129	303,611	228,813
47113	USDA Breakfast	38,443	33,735	39,131
47112	USDA Commodities	73,417	-	33,620
47121	Miscellaneous - Other Revenue	2,458	10,000	1,882
49800	Transfers In	100,000	100,000	-
	Reserves		65,000	-
	TOTAL NUTRITION REVENUES:	<u>1,725,660</u>	<u>1,671,069</u>	<u>1,469,190</u>

Includes federal reimbursements from the Federal Government for meals served, payments made by students, teachers, and parents eating at schools, and other miscellaneous revenues.

EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
33600	Maintenance & Repairs - Equipment	40,000	40,000	48,261
39900	Contracted Services	1,364,115	1,344,844	1,367,916
49900	Other Supplies	7,000	7,000	4,775
71000	Equipment	150,000	139,000	32,371
	TOTAL NUTRITION EXPENDITURES:	<u>1,561,115</u>	<u>1,530,844</u>	<u>1,453,323</u>

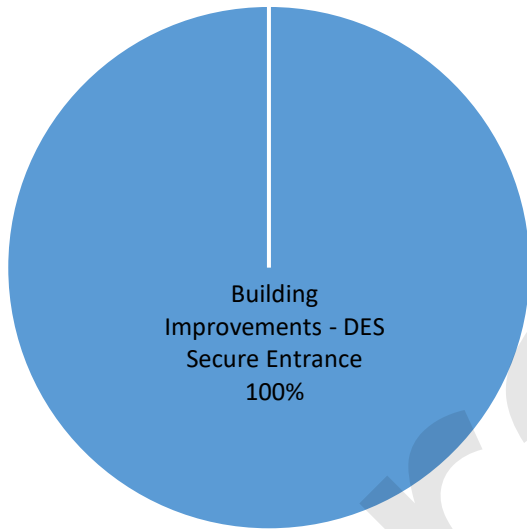
Includes expected contracted service to food service management company.

CHANGE IN CAFETERIA FUND BALANCE:

<u>164,545</u>	<u>140,225</u>	<u>15,867</u>
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CAPITAL IMPROVEMENTS



\$500,000

Overview

Sources to fund capital improvement projects come from the Shelby County Commission and from the City of Germantown. Budgeted amounts include funds for building improvements to include a secured entrance at Dogwood Elementary School.

CAPITAL IMPROVEMENT

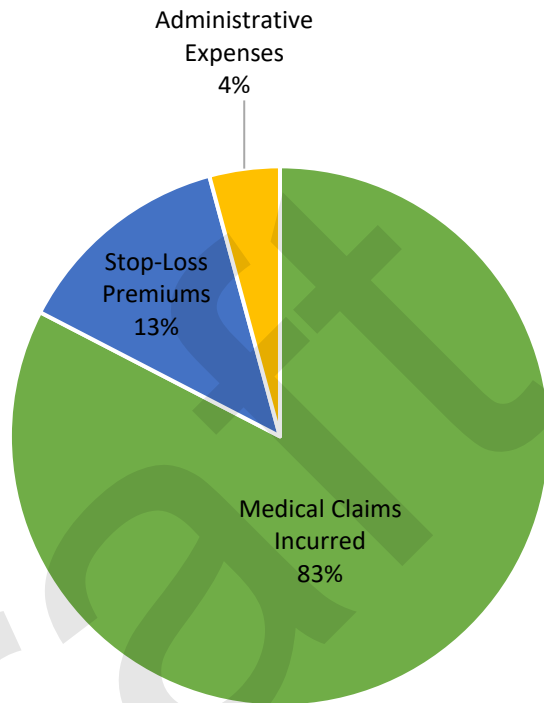
REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
44190	County Commission	-	1,300,000	2,227,293
49100	Bond Proceeds	-	2,350,000	18,872,235
49810	Transfers from the City of Germantown	500,000	7,800,000	3,637,299
39000	Reserves	-	1,000,000	-
TOTAL CAPITAL IMPROV. REVENUE:		<u>500,000</u>	<u>12,450,000</u>	<u>24,736,827</u>

EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
30400	Architects	-	400,000	421,966
70600	Building Construction	-	8,350,000	20,587,568
70700	Building Improvements - DES Secure Entrance	500,000	3,700,000	2,650,654
TOTAL CAPITAL IMPROV. EXPENDITURES:		<u>500,000</u>	<u>12,450,000</u>	<u>23,660,188</u>
CHANGE IN CAPITAL IMPROVEMENT FUND BALANCE:		<u>-</u>	<u>-</u>	<u>1,076,639</u>

HEALTH INSURANCE



\$5,690,000

Overview

During 20 pay periods of the year, employees, through payroll deduction, and the District make contributions to the health insurance fund to pay actual medical and pharmacy claims incurred during the year. Stop-loss insurance covers any claims above \$115,000. Contributions also cover any administrative expenses paid to third-party administrators and consultants.

HEALTH INSURANCE

REVENUES

Acct	Description	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
42000	Employee Contributions	1,766,260	1,672,760	1,648,669
42100	Employer Contributions	3,295,640	3,261,640	3,353,724
42500	COBRA payments	0	0	20,731
42900	Other Income	200,000	11,000	52,810
44110	Interest income	0	0	22,168
	Reserves	428,100	320,604	0
TOTAL HEALTH INSURANCE FUND REVENUES:		<u>5,690,000</u>	<u>5,266,004</u>	<u>5,098,102</u>

Includes employees' and the District's contributions for health insurance. Other income includes pharmacy rebates.

EXPENDITURES

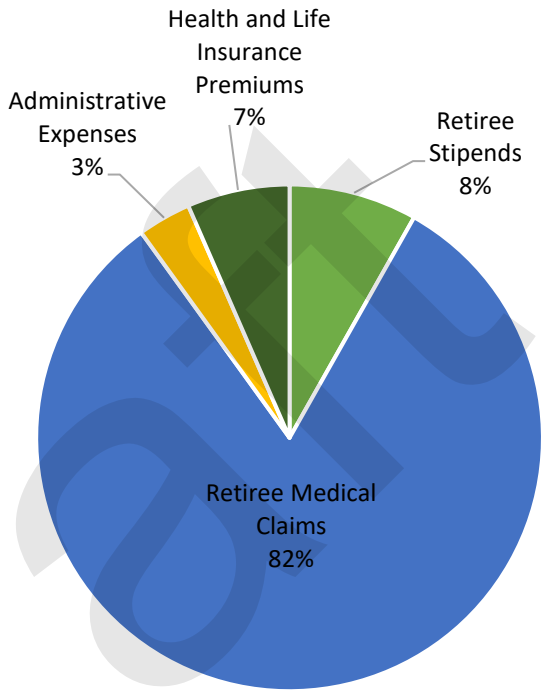
Acct	Description	FY 2021 Budget	FY 2020 Budget	FY 2019 Actual
28000	Medical Claims Incurred	4,700,000	4,494,004	4,284,249
28100	Stop-Loss Premiums	750,000	562,000	484,413
28200	Administrative Expenses	240,000	210,000	185,160
TOTAL HEALTH INSURANCE FUND EXPENDITURES:		<u>5,690,000</u>	<u>5,266,004</u>	<u>4,953,822</u>

Includes claims expense for medical and pharmacy, stop loss premiums, and third-party administrative expenses.

CHANGE IN HEALTH INSURANCE FUND BALANCE:	<u>0</u>	<u>0</u>	<u>144,280</u>
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OPEB TRUST



\$733,000

Overview

The District and retirees participating in the health insurance plan make contributions to the Other Post-Employment Benefits (OPEB) trust during the year. Contributions cover actual retiree medical and pharmacy claims, retiree stipends to help cover premiums, certain health and life insurance premiums, custodial and investment management fees, and actuarial costs.

OPEB TRUST

REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
42100	Employer Contributions	755,000	755,000	725,467
42200	Retiree Contributions	75,000	75,000	75,000
44110	Investment Income	75,000	75,000	67,259
44111	Unrealized and Realized Gain/Loss on Investment	210,000	175,000	90,302
TOTAL OPEB TRUST FUND REVENUES:		<u>1,115,000</u>	<u>1,080,000</u>	<u>958,028</u>

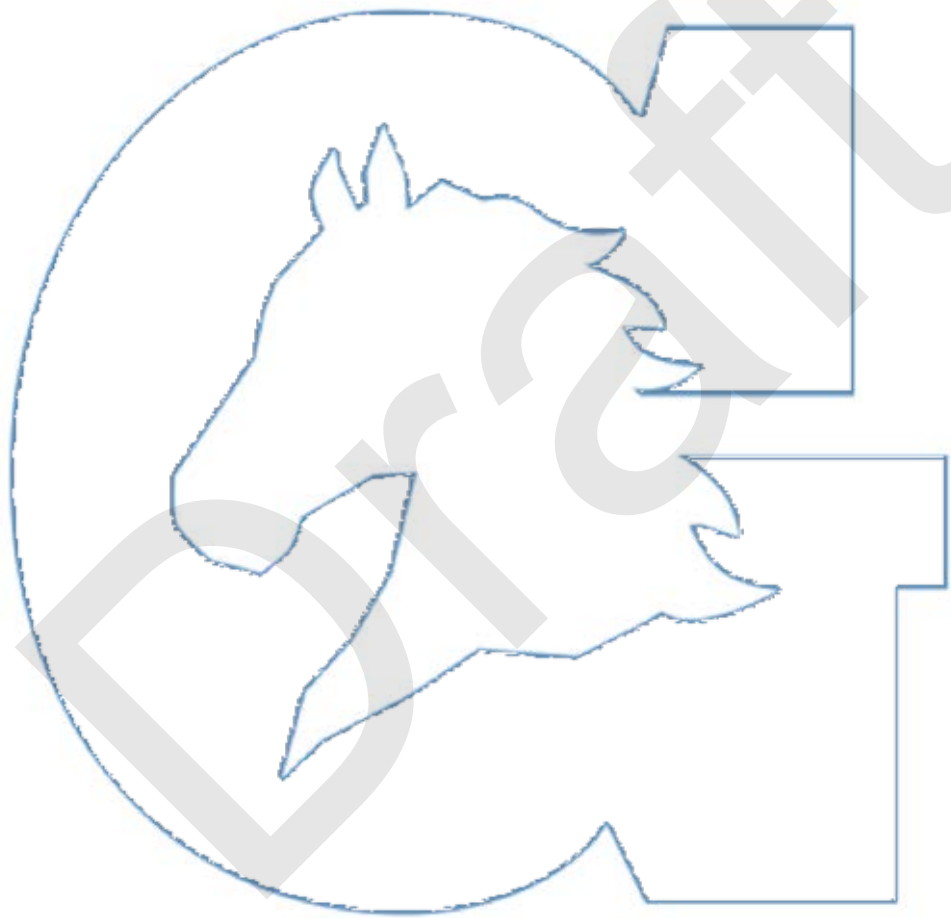
Includes District's contributions for health and life insurance benefits for retirees. Retiree contributions include amounts from TCRS withheld from their pension check and transmitted to GMUSD. Unrealized gain on investment assumes a 7% rate of return on investments.

EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
28000	Retiree Stipends	60,000	45,000	35,100
28100	Retiree Medical Claims	600,000	620,000	350,338
28200	Administrative Expenses	25,000	25,000	11,350
28300	Health and Life Insurance Premiums	48,000	40,000	39,788
TOTAL OPEB TRUST FUND EXPENDITURES:		<u>733,000</u>	<u>730,000</u>	<u>436,576</u>

Includes claims expense for medical and pharmacy claims, retiree stipends for health insurance, health and life insurance premiums for retirees, and third-party administrative expenses.

CHANGE IN OPEB TRUST FUND BALANCE:	<u>382,000</u>	<u>350,000</u>	<u>521,452</u>
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Germantown Municipal School District RFP: Food Service Management Company Department: School Nutrition		Aramark	Southwest Foodservice Excellence-SFE
		(List 0 if did not meet requirements)	
Reviewer:			
CATEGORIES	Major Weights	Aramark	Southwest Foodservice Excellence-SFE
EXPERIENCE	20	0	0
Corporate or individual history in school food service management.	6		
Summary showing bidders special qualifications, philosophy which may give bidder ability to satisfy all bid requirements.	8		
Customer references for similar projects representing both the five largest schools service management accounts currently serviced by the vendor.	6		
RELIABILITY	10	0	0
Whether the Proposer or any of the Proposer's employees, agents, independent contractors, or subcontractors have been indicted, accused or convicted or been subject of a grand jury or criminal investigation.	2		
Bankruptcy or insolvency proceedings.	2		
Credit references, including at least three (3) trade or industry suppliers.	3		
Audited financial reports shows "financial stability" for past three (3) years.	3		
EXPERTISE OF PERSONNEL	9	0	0
Proposer's background in school services management including an organizational history.	5		
Organizational chart highlighting the staff and lines of authority for key personnel to be used in performing the contract and personnel roster of key people assigned to the proposed project.	4		
OPERATIONAL PLAN	20	0	0
Proposer's understanding of the requirements of the RFP.	6		
How the Proposer will complete the scope of services as required.	6		
21 day menu developed in accordance with the provision if CFR 210.10.	3		
How the Proposer will manage the project and ensure the completion of the scope of services as required.	5		
QUALITY	20	0	0
Score Calculated for overall menu presentation in proposal.	20		
COST PROPOSAL SCORE	21	0	0
Score Calculated for cost submitted	21		
SCORE		Aramark	SFE
TOTAL FSMC SCORE	100	0	0



Germantown Municipal School District

Aramark

SFE- Southwest
Foodservice Excellence

RFP for Food Service

Department: Nutrition

Due: May 7, 2020

Total Evaluation Summary

Evaluator Name	Aramark	SFE
Brian Fisher	93.14	99.00
Jackie Saunders	93.14	99.00
Debbie Davis	96.14	99.00
Zac Percowski	94.14	99.00
Kevin Jones	93.14	99.00
Total Score for Each Respondent	469.70	495.00