

GMSD Board Business Meeting
February 7, 2023 6:00 PM
Board Room, GMSD Office

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Approval of Agenda
5. Recognition and Awards
6. REPORTS
 - 6.A. TN Legislative Update
 - 6.B. Chairman's Report
 - 6.C. Financial Report
 - 6.D. Superintendent's Report
7. Citizens to be heard
8. CONSENT AGENDA
 - 8.A. Approval of the Minutes
 - 8.B. Revision of Policies - Second Reading
 - 8.C. Miscellaneous FY 22-23 Budget Amendments # 16, 17, 18, 19 & 20
9. BOARD ACTION ITEMS
 - 9.A. Approval of Special Course Application
10. Announcements
11. Adjournment

Legislative Report – January 2023

The 113th General Assembly convened in Nashville on Tuesday, January 10th. Leadership in the House and Senate remains the same for this General Assembly. For the respective Education Committees, Rep. Mark White is the Chairman of the House Education Administration Committee and Sen. Jon Lundberg is the Chairman of the Senate Education Committee for this General Assembly. It is worth noting that Reps. John Gillespie and Antonio Parkinson of Shelby County serve on the House Education Administration Committee. Chairman White, along with Reps. Jesse Chism and Tom Leatherwood of Shelby County serve on the House Education Instruction Committee. Sen. Raumes Akbari of Shelby County is the 2nd Vice Chair of the Senate Education Committee.

Prior to the General Assembly convening, the Board met with Chairman White and Senator Brent Taylor to discuss the Board's Legislative Agenda. Strong emphasis was placed on adding good cause exemptions to the 3rd grade literacy act, allowing the results of a state-approved screener, such as STAR, to be used to determine a student's reading proficiency and not how a student performs on TCAP.

Per the Tennessee School Boards Association, close to 300 bills related to education have been filed between the House and Senate. The filing deadline is January 31st. So far, there have been no bills heard in the respective Education Committees. Committees have been conducting hearings so far and will start to take up bills in the next couple of weeks. On a positive note, there have been over a dozen bills filed addressing 3rd grade literacy.

I want to make our families immediately aware of some proposed legislation that will impact them. There have been bills filed in the House and Senate (HB670/SB712) by Rep. Cepicky of Maury County and Sen. Hensley of Lewis County. If enacted, this would move the minimum age for 1st grade to age 7 on or before August 15 or require a student to test proficient in the kindergarten academic standards before promoting to 1st grade on a yet-to-be developed assessment. Parents should contact their local members of the General Assembly with any feedback on this legislation. As a reminder, Chairman Mark White represents most of Germantown, with Rep. Kevin Vaughan representing areas north of Poplar and east of Forest Hill-Irene. Senator Brent Taylor's district encompasses all of Germantown.

Germantown Municipal School District
BALANCE SHEET
 All Funds
 As of Month Ending December 31, 2022

	School Operating	Federal Projects	Cafeteria	Capital Projects	Health Insurance	OPEB Trust	General Fixed Asset Account Group	Total
ASSETS								
Cash and Cash Equivalents	943,584.59	(605,063.07)	1,349,528.00	41,706.75	1,347,124.18	119,470.92	-	3,196,351.37
Investments - LGIP	15,299,324.26	-	-	-	1,074,898.04	3,805,423.57	-	20,179,645.87
Investments - Money Market	1,503,264.71	-	-	-	-	-	-	1,503,264.71
Accrued Interest	-	-	-	-	-	286.74	-	286.74
Accounts Receivable	17,759.79	-	-	-	-	-	-	17,759.79
Due from Other Govts	-	621,398.36	32,417.84	-	-	-	-	653,816.20
Due from City	-	-	-	-	-	-	-	-
Due from Schools	-	-	-	-	-	-	-	-
Due from Other Funds	25,183.68	-	-	-	-	-	-	25,183.68
Restricted Investments - SRT	371,525.00	-	-	-	-	-	-	371,525.00
Prepaid Expenses	-	-	-	-	-	-	-	-
Fixed Assets:	-	-	-	-	-	-	-	-
Land	-	-	-	-	-	-	6,377,894.00	6,377,894.00
Land Improvements	-	-	-	-	-	-	1,970,270.25	1,970,270.25
Buildings	-	-	-	-	-	-	111,960,825.63	111,960,825.63
Improvements	-	-	-	-	-	-	2,617,910.80	2,617,910.80
Equipment	-	-	-	-	-	-	19,047,595.12	19,047,595.12
Construction-in-Progress	-	-	-	-	-	-	20,752,774.14	20,752,774.14
Accumulated Depreciation	-	-	-	-	-	-	(28,554,120.98)	(28,554,120.98)
ASSETS TOTAL	18,160,642.03	16,335.29	1,381,945.84	41,706.75	2,422,022.22	3,925,181.23	134,173,148.96	160,120,982.32
LIABILITIES								
Accounts Payable	-	16,335.29	247,345.46	-	-	-	-	263,680.75
Accrued Expenses	53,426.50	-	-	-	706,035.00	-	-	759,461.50
Due to the City of Germantown	-	-	-	-	-	-	-	-
Due to Schools	4,967.30	-	-	-	-	-	-	4,967.30
Due to Other Funds	(4,900.00)	-	-	-	-	-	-	(4,900.00)
Unearned Revenue	-	-	118,946.45	-	-	-	-	118,946.45
LIABILITIES TOTAL	53,493.80	16,335.29	366,291.91	-	706,035.00	-	-	1,142,156.00
FUND BALANCE								
Change in Fund Balance	(8,624,665.59)	-	146,768.98	(599,455.00)	191,184.36	(66,813.31)	4,078,657.54	(4,874,323.02)
Beginning Fund Balance	26,731,813.82	-	868,884.95	641,161.75	1,524,802.86	3,991,994.54	130,094,491.42	163,853,149.34
Ending Fund Balance	18,107,148.23	-	1,015,653.93	41,706.75	1,715,987.22	3,925,181.23	134,173,148.96	158,978,826.32
LIABILITIES AND FUND BAL TOTAL	18,160,642.03	16,335.29	1,381,945.84	41,706.75	2,422,022.22	3,925,181.23	134,173,148.96	160,120,982.32
VARIANCE	-	0.00	-	-	-	-	-	-

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2022

	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
REVENUES:					
BEP Revenue	31,086,000.00	3,107,500.00	15,537,500.00	(15,548,500.00)	49.98%
Shelby County:					
Property Taxes	16,987,940.00	366,248.86	1,963,198.84	(15,024,741.16)	11.56%
Sales Tax	8,992,290.00	832,217.61	3,315,551.82	(5,676,738.18)	36.87%
Wheel Tax	1,477,882.00	-	-	(1,477,882.00)	0.00%
City of Germantown:					
Maintenance of Effort	3,082,068.00	-	1,284,193.35	(1,797,874.65)	41.67%
PEG Funding	136,000.00	31,653.01	31,653.01	(104,346.99)	23.27%
Mixed Drink Tax	204,000.00	20,098.75	65,744.53	(138,255.47)	32.23%
Other Local Revenue	205,420.00	53,975.95	399,298.51	193,878.51	194.38%
Tuition	248,345.00	2,991.00	46,610.00	(201,735.00)	18.77%
Other State Revenue	387,050.00	35,744.79	139,850.20	(247,199.80)	36.13%
Transfers - Indirect Costs	70,000.00	-	-	(70,000.00)	0.00%
Reserves	9,214,569.96	-	-	(9,214,569.96)	0.00%
TOTAL REVENUES	72,091,564.96	4,450,429.97	22,783,600.26	(49,307,964.70)	31.60%
EXPENDITURES:					
Regular Instruction					
Salaries & Wages	21,964,996.00	2,115,845.60	9,198,248.36	(12,766,747.64)	41.88%
Benefits	5,520,125.00	523,289.26	2,300,397.80	(3,219,727.20)	41.67%
Maint & Rep - Equipment	12,000.00	-	1,760.75	(10,239.25)	14.67%
Travel	1,500.00	367.95	1,100.00	(400.00)	73.33%
Other Contract Svcs	939,315.00	39,034.98	437,209.48	(502,105.52)	46.55%
Inst. Supplies	841,505.62	2,148.19	202,113.44	(639,392.18)	24.02%
Textbooks	790,211.81	4,476.95	15,205.30	(775,006.51)	1.92%
Software	375,000.00	-	213,122.37	(161,877.63)	56.83%
Other Supplies	206,332.00	-	144,803.26	(61,528.74)	70.18%
Other Charges	32,384.00	30.00	13,505.80	(18,878.20)	41.71%
Equipment	879,279.00	601,528.22	686,752.14	(192,526.86)	78.10%
Total Regular Instruction	31,562,648.43	3,286,721.15	13,214,218.70	(18,348,429.73)	41.87%
Alternative Education					
Salaries & Wages	317,858.00	35,059.00	157,929.53	(159,928.47)	49.69%
Benefits	82,838.00	8,612.53	38,757.84	(44,080.16)	46.79%
Inst. Supplies	2,000.00	-	-	(2,000.00)	0.00%
Equipment	2,000.00	-	109.00	(1,891.00)	5.45%
Total Alternative Education	404,696.00	43,671.53	196,796.37	(207,899.63)	48.63%
Special Education					
Salaries & Wages	4,197,043.00	408,240.96	1,638,670.50	(2,558,372.50)	39.04%
Benefits	1,095,732.00	101,830.48	429,543.91	(666,188.09)	39.20%
Contract w/Priv. Agencies	44,900.00	9,680.00	42,409.20	(2,490.80)	94.45%
Contracts for Sub Teachers	10,000.00	-	4,450.50	(5,549.50)	44.51%
Noncertified Subs	5,000.00	-	2,208.93	(2,791.07)	44.18%
Inst. Supplies	24,300.00	-	20,317.88	(3,982.12)	83.61%
Equipment	3,000.00	-	642.90	(2,357.10)	21.43%
Total Special Education	5,379,975.00	519,751.44	2,138,243.82	(3,241,731.18)	39.74%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2022

Career & Technical Education	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	1,024,223.00	91,779.98	399,899.90	(624,323.10)	39.04%
Benefits	298,158.00	24,503.31	108,077.46	(190,080.54)	36.25%
Maintenance & Repairs	1,000.00	-	-	(1,000.00)	0.00%
Inst. Supplies	22,000.00	-	13,000.00	(9,000.00)	59.09%
Equipment	30,547.75	-	-	(30,547.75)	0.00%
Total Career & Technical Education	1,375,928.75	116,283.29	520,977.36	(854,951.39)	37.86%
Attendance & Planning					
Salaries & Wages	619,118.00	58,466.02	286,781.24	(332,336.76)	46.32%
Benefits	157,724.00	12,043.10	57,973.73	(99,750.27)	36.76%
Travel	750.00	-	-	(750.00)	0.00%
Other Contract Svcs.	1,000.00	-	78.39	(921.61)	0.00%
Other Supplies	12,000.00	-	537.15	(11,462.85)	4.48%
Inservice/Staff Dev.	16,750.00	255.05	3,677.77	(13,072.23)	21.96%
Other Charges	5,000.00	216.00	3,857.58	(1,142.42)	77.15%
Total Attendance & Planning	812,342.00	70,980.17	352,905.86	(459,436.14)	43.44%
Health Services					
Salaries & Wages	86,763.00	12,913.60	43,902.24	(42,860.76)	50.60%
Benefits	28,512.00	3,193.92	11,433.99	(17,078.01)	40.10%
Other Contract Svcs.	429,600.00	24,038.02	69,795.70	(359,804.30)	16.25%
Other Supplies	24,424.00	5,495.96	7,764.55	(16,659.45)	31.79%
Inservice/Staff Dev.	4,000.00	550.99	2,807.32	(1,192.68)	70.18%
Other Charges	3,000.00	619.84	2,507.81	(492.19)	83.59%
Equipment	3,000.00	236.70	2,768.40	(231.60)	92.28%
Total Health Services	579,299.00	47,049.03	140,980.01	(438,318.99)	24.34%
Other Student Support/Guidance					
Salaries & Wages	1,266,245.00	118,347.66	518,784.39	(747,460.61)	40.97%
Benefits	322,330.00	27,576.71	121,904.38	(200,425.62)	37.82%
Other Contract Svcs.	30,000.00	270.00	1,050.00	(28,950.00)	3.50%
Other Supplies	8,405.00	-	-	(8,405.00)	0.00%
Inservice/Staff Dev.	30,000.00	3,025.41	7,078.48	(22,921.52)	23.59%
Other Charges	8,195.00	-	5,700.01	(2,494.99)	69.55%
Other Equipment	42,860.00	-	-	(42,860.00)	0.00%
Total Other Student Support	1,708,035.00	149,219.78	654,517.26	(1,053,517.74)	38.32%
Reg. Instruction Support					
Salaries & Wages	1,896,698.00	176,811.92	868,741.48	(1,027,956.52)	45.80%
Benefits	458,857.00	51,683.23	223,084.87	(235,772.13)	48.62%
Consultants	68,000.00	-	34,810.00	(33,190.00)	51.19%
Travel	1,000.00	102.13	258.39	(741.61)	25.84%
Library Books/Media	43,400.00	-	43,400.00	0.00	100.00%
Other Supplies	13,500.00	59.28	2,221.31	(11,278.69)	16.45%
Inservice/Staff Dev.	52,000.00	5,956.02	21,312.58	(30,687.42)	40.99%
Other Charges	11,833.00	832.71	1,648.83	(10,184.17)	13.93%
Other Equipment	17,176.00	-	6,081.24	(11,094.76)	35.41%
Total Reg. Instruction Support	2,562,464.00	235,445.29	1,201,558.70	(1,360,905.30)	46.89%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2022

SPED Support	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	1,591,410.00	146,958.96	703,728.49	(887,681.51)	44.22%
Benefits	406,605.00	36,937.81	175,116.16	(231,488.84)	43.07%
Contract w/Priv. Agencies	11,000.00	260.00	5,710.00	(5,290.00)	51.91%
Travel	2,500.00	512.09	1,982.30	(517.70)	79.29%
Other Supplies	11,000.00	5.00	2,444.97	(8,555.03)	22.23%
Inservice/Staff Dev.	19,000.00	-	18,980.84	(19.16)	99.90%
Other Charges	2,500.00	-	796.12	(1,703.88)	31.84%
Total SPED Support	2,044,015.00	184,673.86	908,758.88	(1,135,256.12)	44.46%
Career and Technical Support					
Director/ Supervisor	19,821.00	1,851.76	10,110.56	(9,710.44)	51.01%
Benefits	5,938.00	528.46	2,734.11	(3,203.89)	46.04%
Other Supplies	1,953.00	-	-	(1,953.00)	0.00%
Inservice/Staff Dev.	4,000.00	-	300.00	(3,700.00)	7.50%
Total Vocational Support	31,712.00	2,380.22	13,144.67	(18,567.33)	41.45%
Technology					
Salaries & Wages	734,345.00	57,669.48	334,937.09	(399,407.91)	45.61%
Benefits	229,524.00	15,730.49	83,555.33	(145,968.67)	36.40%
Communications	90,400.00	5,505.04	29,286.91	(61,113.09)	32.40%
Consultants	13,500.00	-	4,000.00	(9,500.00)	29.63%
Maintenance & Repairs	62,698.00	1,429.00	12,673.36	(50,024.64)	20.21%
Internet Connectivity	243,614.45	15,651.20	78,256.00	(165,358.45)	32.12%
Travel	1,000.00	-	-	(1,000.00)	0.00%
Office Supplies	500.00	-	323.80	(176.20)	64.76%
Cabling	10,000.00	-	3,265.20	(6,734.80)	32.65%
Software	527,795.00	-	352,976.99	(174,818.01)	66.88%
Other Supplies	23,000.00	634.38	3,825.25	(19,174.75)	16.63%
Inservice/Staff Dev.	8,000.00	47.62	989.07	(7,010.93)	12.36%
Other Charges	26,000.00	-	5,763.64	(20,236.36)	22.17%
Adm Equipment	80,057.21	6,427.99	69,913.37	(10,143.84)	87.33%
Other Equipment	12,000.00	2,107.00	7,387.04	(4,612.96)	61.56%
Total Technology	2,062,433.66	105,202.20	987,153.05	(1,075,280.61)	47.86%
Board of Education					
Salaries & Wages	21,500.00	-	-	(21,500.00)	0.00%
Benefits	58,645.00	466.94	1,964.31	(56,680.69)	3.35%
OPEB	706,000.00	-	-	(706,000.00)	0.00%
Audit Services	65,000.00	13,000.00	59,700.00	(5,300.00)	91.85%
Dues & Memberships	21,000.00	-	9,250.00	(11,750.00)	44.05%
Legal Services	210,000.00	16,364.43	70,361.43	(139,638.57)	33.51%
Other Supplies	1,000.00	53.01	400.01	(599.99)	40.00%
Judgments	357,453.00	-	357,420.00	(33.00)	99.99%
Liability Insurance	100,748.00	-	62,277.00	(38,471.00)	61.81%
Surety Bond Premium	300.00	300.00	300.00	0.00	100.00%
Trustee Commissions	459,316.00	15,577.88	71,934.44	(387,381.56)	15.66%
Workers' Compensation	80,000.00	704.96	63,304.26	(16,695.74)	79.13%
Inservice/Staff Dev.	20,000.00	6,884.43	8,054.93	(11,945.07)	40.27%
Total Board of Education	2,100,962.00	53,351.65	704,966.38	(1,395,995.62)	33.55%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2022

Superintendent	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	434,829.00	40,458.32	212,783.05	(222,045.95)	48.93%
Benefits	113,033.00	9,669.45	51,511.76	(61,521.24)	45.57%
Dues & Memberships	9,500.00	-	3,094.00	(6,406.00)	32.57%
Postal Charges	10,000.00	-	2,245.25	(7,754.75)	22.45%
Travel	5,000.00	-	-	(5,000.00)	0.00%
Other Contracted Svcs.	29,600.00	1,206.12	10,816.22	(18,783.78)	36.54%
Office Supplies	20,000.00	422.41	4,132.91	(15,867.09)	20.66%
Other Supplies	28,250.00	2,408.55	14,403.75	(13,846.25)	50.99%
Inservice/Staff Dev.	21,200.00	3,658.63	11,306.22	(9,893.78)	53.33%
Other Charges	1,000.00	-	-	(1,000.00)	0.00%
Total Superintendent	672,412.00	57,823.48	310,293.16	(362,118.84)	46.15%
Office of the Principal					
Salaries & Wages	3,304,456.00	303,723.32	1,494,675.28	(1,809,780.72)	45.23%
Benefits	868,427.00	74,249.02	353,819.12	(514,607.88)	40.74%
Other Contract Svcs.	30,000.00	-	30,000.00	0.00	100.00%
Other Supplies	147,000.00	-	146,999.00	(1.00)	100.00%
Inservice/Staff Dev.	11,525.00	262.33	3,762.55	(7,762.45)	32.65%
Other Charges	14,975.00	-	14,975.00	0.00	100.00%
Total Office of the Principal	4,376,383.00	378,234.67	2,044,230.95	(2,332,152.05)	46.71%
Fiscal Services					
Salaries & Wages	435,970.00	36,882.28	206,322.91	(229,647.09)	47.33%
Benefits	109,334.00	9,149.62	47,920.95	(61,413.05)	43.83%
Dues & Memberships	700.00	-	50.00	(650.00)	7.14%
Travel	600.00	-	50.13	(549.87)	8.36%
Other Contract Svcs.	4,000.00	-	-	(4,000.00)	0.00%
Office Supplies	5,000.00	127.39	1,632.82	(3,367.18)	32.66%
Software	93,000.00	-	49,554.04	(43,445.96)	53.28%
Inservice/Staff Dev.	6,000.00	1,939.45	5,524.51	(475.49)	92.08%
Other Charges	17,250.00	723.68	5,117.28	(12,132.72)	29.67%
Other Equipment	1,500.00	-	-	(1,500.00)	0.00%
Total Fiscal Services	673,354.00	48,822.42	316,172.64	(357,181.36)	46.95%
Human Resources					
Salaries & Wages	422,626.00	41,816.66	192,778.66	(229,847.34)	45.61%
Benefits	107,798.00	8,496.68	39,610.46	(68,187.54)	36.75%
Dues & Memberships	720.00	-	-	(720.00)	0.00%
Travel	100.00	-	-	(100.00)	0.00%
Other Contract Svcs.	6,500.00	-	6,500.00	0.00	100.00%
Office Supplies	2,000.00	91.83	449.79	(1,550.21)	22.49%
Software	15,200.00	-	12,313.95	(2,886.05)	81.01%
Other Supplies	1,200.00	-	-	(1,200.00)	0.00%
Inservice/Staff Dev.	40,815.00	1,424.84	16,730.72	(24,084.28)	40.99%
Other Charges	2,000.00	-	1,364.25	(635.75)	68.21%
Total Human Resources	598,959.00	51,830.01	269,747.83	(329,211.17)	45.04%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2022

Operation of Plant	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	361,287.00	40,624.06	181,265.94	(180,021.06)	50.17%
Benefits	116,469.00	11,396.00	49,910.34	(66,558.66)	42.85%
Janitorial Services	1,040,000.00	85,126.98	436,068.00	(603,932.00)	41.93%
Other Contract Svcs.	171,480.00	9,550.49	99,641.68	(71,838.32)	58.11%
Utilities	1,165,000.00	60,313.46	587,885.23	(577,114.77)	50.46%
Property Insurance	273,232.00	305.00	263,418.00	(9,814.00)	96.41%
Other Charges	50,000.00	651.00	23,765.74	(26,234.26)	47.53%
Equipment	5,000.00	-	2,119.23	(2,880.77)	42.38%
Total Operation of Plant	3,182,468.00	207,966.99	1,644,074.16	(1,538,393.84)	51.66%
Maintenance of Plant					
Salaries & Wages	535,580.00	48,899.64	267,006.35	(268,573.65)	49.85%
Benefits	150,383.00	12,749.83	65,320.43	(85,062.57)	43.44%
Maintenance & Repairs	855,084.30	50,666.16	373,097.36	(481,986.94)	43.63%
Travel	20,000.00	635.39	4,038.42	(15,961.58)	20.19%
Other Contract Svcs.	10,000.00	-	-	(10,000.00)	0.00%
Office Supplies	1,000.00	28.89	811.32	(188.68)	81.13%
Inservice/Staff Dev.	5,000.00	-	2,770.02	(2,229.98)	55.40%
Total Maintenance of Plant	1,577,047.30	112,979.91	713,043.90	(864,003.40)	45.21%
Transportation					
Contracts w/Other Schools	79,445.00	6,620.00	39,720.00	(39,725.00)	50.00%
Contracts w/Private Agencies	1,650,000.00	130,705.62	595,541.58	(1,054,458.42)	36.09%
Diesel	225,000.00	32,925.78	102,641.15	(122,358.85)	45.62%
Total Transportation	1,954,445.00	170,251.40	737,902.73	(1,216,542.27)	37.76%
Safety					
Benefits	0.00	-	-	0.00	#DIV/0!
Maintenance & Repairs	3,000.00	-	-	(3,000.00)	0.00%
Office Supplies	250.00	-	-	(250.00)	0.00%
Other Supplies & Materials	500.00	-	-	(500.00)	0.00%
Inservice/Staff Dev.	5,000.00	-	(522.55)	(5,522.55)	-10.45%
Other Charges	19,944.00	5,795.00	5,795.00	(14,149.00)	29.06%
Other Equipment	8,000.00	-	250.00	(7,750.00)	3.13%
Total Safety	36,694.00	5,795.00	5,522.45	(31,171.55)	15.05%
Capital Outlay					
Other Salaries & Wages	15,000.00	-	5,517.60	(9,482.40)	36.78%
Benefits	-	-	881.07	881.07	#DIV/0!
Architects	301,006.25	12,841.82	142,910.05	(158,096.20)	47.48%
Transfer to Other Funds	528,225.00	108,529.58	381,578.33	(146,646.67)	72.24%
Building Construction	6,478,841.18	336,134.32	3,343,450.04	(3,135,391.14)	51.61%
Building Improvements	643,807.94	140.00	138,844.03	(504,963.91)	21.57%
Other Capital Outlay	428,411.45	16,598.00	319,875.85	(108,535.60)	74.67%
Total Capital Outlay	8,395,291.82	474,243.72	4,333,056.97	(4,053,633.52)	51.61%
Summer Schools - Fed Thru State					
Café Personnel				0.00	#DIV/0!
Food Supplies				0.00	#DIV/0!
Summer Schools - Fed Thru State	0.00	-	-	0.00	#DIV/0!
Transfers to Cafeteria Fund	0.00	-	-	0.00	#DIV/0!
EXPENDITURES TOTAL	72,091,564.96	6,322,677.21	31,408,265.85	(40,683,299.11)	43.57%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2022

TOTAL FUND BALANCE

0.00

(1,872,247.24)

(8,624,665.59)

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2022

	BUDGET	Month	FYTD	EXPENDED
REVENUES:				
Consolidated Admin	121,867.00	11,339.21	59,838.21	49.10%
Title I	1,602,950.00	134,168.54	629,888.69	39.30%
Title II	127,347.00	4,011.36	30,443.14	23.91%
Title III	12,223.00	1,311.60	8,664.25	70.88%
Title IV	136,229.00	18,226.63	57,425.65	42.15%
IDEA, Part B	1,880,633.00	99,774.94	494,531.69	26.30%
IDEA, Preschool	20,847.00	1,235.64	1,716.08	8.23%
Carl Perkins - Basic	63,290.00	5,560.16	31,679.02	50.05%
IDEA Implementation Grant	60,503.00	42,448.05	42,448.05	70.16%
IDEA TAS Incentive Funds	5,500.00	4,500.00	4,500.00	81.82%
ESSER 2.0	381,409.00	-	278,348.74	72.98%
ESSER 3.0	2,984,554.00	78,955.15	516,458.17	17.30%
ESSER Planning Grant	110,780.00	-	20,235.00	18.27%
ARP IDEA	149,191.00	36,911.10	39,734.10	26.63%
ARP IDEA Preschool	12,581.00	-	-	0.00%
ELC Grant	1,031,694.00	63,895.86	286,277.49	27.75%
TN All Corps Grant	458,298.00	101,749.18	249,759.90	54.50%
Fiscal Premonitoring Grant	31,700.00	-	10,000.00	31.55%
TOTAL REVENUES	9,191,596.00	604,087.42	2,761,948.18	30.05%

EXPENDITURES:				
Title - Cons Admin				
Salaries & Wages	82,592.00	6,739.20	41,185.20	49.87%
Benefits	20,498.00	1,738.14	9,597.12	46.82%
Indirect Costs	5,240.00	-	-	0.00%
Inservice/Staff Dev.	10,537.00	2,861.87	6,300.89	59.80%
Other Equipment	3,000.00	-	2,755.00	91.83%
Total Title - Cons Admin	121,867.00	11,339.21	59,838.21	49.10%

Title I				
Salaries & Wages	497,150.00	41,829.66	179,995.50	36.21%
Benefits	118,165.00	8,006.83	34,054.62	28.82%
Contracts for Sub Teachers	72,000.00	5,418.00	14,383.41	19.98%
Other Contract Svcs	47,339.00	-	-	0.00%
Inst. Supplies	298,740.00	4,647.81	194,863.48	65.23%
Other Supplies & Materials	4,600.00	2,779.45	2,779.45	60.42%
Indirect costs	21,641.00	-	-	0.00%
Inservice/Staff Dev.	309,514.00	31,485.26	83,350.82	26.93%
Other Charges	10,327.00	-	527.12	5.10%
Regular Instruction Equipment	223,474.00	40,001.53	119,934.29	53.67%
Total Title I	1,602,950.00	134,168.54	629,888.69	39.30%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2022

Title II				
Salaries & Wages	50,565.00	3,175.20	22,801.20	45.09%
Benefits	12,242.00	836.16	5,131.36	41.92%
Contracts for Sub Teachers	1,053.00	-	129.00	12.25%
Indirect Costs	4,441.00	-	-	0.00%
Inservice/Staff Dev.	59,046.00	-	2,381.58	4.03%
Total Title II	127,347.00	4,011.36	30,443.14	23.91%

Title III				
Instructional Supplies & Materials	10,473.00	1,311.60	8,544.25	81.58%
Inservice/Staff Dev.	1,750.00	-	120.00	6.86%
Total Title III	12,223.00	1,311.60	8,664.25	70.88%

Title IV				
Contracts for Sub Teachers	6,084.00	-	2,193.00	36.05%
Instructional Supplies & Materials	19,700.00	839.23	7,053.71	35.81%
Other Supplies	17,474.00	961.36	9,168.50	52.47%
Indirect Costs	1,700.00	-	-	0.00%
Inservice/Staff Dev.	71,860.00	5,760.31	24,715.71	34.39%
Regular Instruction Equipment	19,411.00	10,665.73	14,294.73	73.64%
Total Title IV	136,229.00	18,226.63	57,425.65	42.15%

Carl Perkins - Basic				
Travel	10,000.00	-	-	0.00%
Other Contract Svcs	3,500.00	-	-	0.00%
Instructional Supplies & Materials	20,275.00	2,000.00	17,200.00	84.83%
Other Supplies	14,000.00	-	6,880.00	49.14%
Inservice/Staff Dev.	15,515.00	3,560.16	7,599.02	48.98%
Total Carl Perkins - Basic	63,290.00	5,560.16	31,679.02	50.05%

IDEA Implementation Grant				
Salaries & Wages	13,286.00	4,000.00	4,000.00	30.11%
Benefits	1,885.00	616.05	616.05	32.68%
Evaluation & Testing	7,500.00	-	-	0.00%
Instructional Supplies & Materials	37,832.00	37,832.00	37,832.00	100.00%
Total IDEA Implementation Grant	60,503.00	42,448.05	42,448.05	70.16%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2022

IDEA B				
Salaries & Wages	962,629.00	68,407.98	329,260.47	34.20%
Benefits	332,404.00	17,877.43	84,208.20	25.33%
Contracts W/Private Agencies	155,000.00	1,190.48	6,716.40	4.33%
Evaluation & Testing	60,000.00	3,915.00	13,664.73	22.77%
Maintenance & Repairs-Vehicles	3,000.00	-	-	0.00%
Travel	1,600.00	-	76.12	4.76%
Contracts for Sub Teachers	20,000.00	-	-	0.00%
Noncertified Subs	13,500.00	-	-	0.00%
Other Contract Svcs.	15,000.00	-	40.00	0.27%
Fuel	4,000.00	-	-	0.00%
Instr. Supplies	120,000.00	7,259.08	56,358.65	46.97%
Other Supplies	35,000.00	-	2,510.50	7.17%
Indirect costs	30,000.00	-	-	0.00%
Vehicle Insurance	1,000.00	-	225.80	22.58%
Inservice/Staff Dev.	100,000.00	1,124.97	1,442.85	1.44%
Other Charges	2,500.00	-	-	0.00%
Special Education Equipment	25,000.00	-	27.97	0.11%
Total IDEA B	1,880,633.00	99,774.94	494,531.69	26.30%

IDEA Preschool				
Contracts W/Private Agencies	9,514.00	-	-	0.00%
Instr. Supplies	5,545.00	478.62	959.06	17.30%
Indirect Costs	788.00	-	-	0.00%
Inservice/Staff Dev.	3,000.00	757.02	757.02	25.23%
Equipment	2,000.00	-	-	0.00%
Total IDEA Preschool	20,847.00	1,235.64	1,716.08	8.23%

IDEA TAS Incentive Funds				
Instructional Supplies & Materials	5,500.00	4,500.00	4,500.00	81.82%
Total IDEA TAS Incentive Funds	5,500.00	4,500.00	4,500.00	81.82%

Fiscal Premonitoring Grant				
Oth Contracted Services	31,700.00	-	10,000.00	31.55%
Total Fiscal Premonitoring Grant	31,700.00	-	10,000.00	31.55%

ESSER 2.0				
Salaries & Wages	32,000.00	-	9,000.00	28.13%
Benefits	5,229.00	-	1,395.74	26.69%
Contracts W/Private Agencies	300,000.00	-	223,773.00	74.59%
Building Construction	44,180.00	-	44,180.00	100.00%
Total ESSER 2.0	381,409.00	-	278,348.74	72.98%

ESSER 3.0				
Salaries & Wages	2,335,478.00	66,360.34	321,009.61	13.74%
Benefits	433,647.00	12,457.41	59,568.56	13.74%
Communication	17,922.00	-	17,922.00	100.00%
Instructional Supplies & Materials	76,400.00	137.40	3,609.56	4.72%
Software	82,681.00	-	82,681.44	100.00%
Building Construction	31,667.00	-	31,667.00	100.00%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
 As of Month Ending December 31, 2022

Reg Instruction Equipment	6,759.00	-	-	0.00%
Total ESSER 3.0	2,984,554.00	78,955.15	516,458.17	17.30%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2022

ESSER Planning Grant				
Other Contracted Svcs	110,780.00	-	20,235.00	18.27%
Total ESSER Planning Grant	110,780.00	-	20,235.00	18.27%
ARP IDEA				
Salaries & Wages	5,000.00	185.00	280.00	5.60%
Benefits	450.00	14.17	21.44	4.76%
Evaluation & Testing	25,000.00	2,072.29	2,072.29	8.29%
Instructional Supplies & Materials	69,741.00	25,914.48	25,914.48	37.16%
Other Supplies	10,000.00	-	-	0.00%
Indirect Costs	4,000.00			0.00%
Inservice/Staff Dev.	15,000.00	9,085.16	11,805.89	78.71%
Special Education Equipment	20,000.00	(360.00)	(360.00)	-1.80%
Total ARP IDEA	149,191.00	36,911.10	39,734.10	26.63%
ARP IDEA Preschool				
Contracts W/Private Agencies	12,581.00	-	-	0.00%
Total ARP IDEA Preschool	12,581.00	-	-	0.00%
Epidemiology & Lab Capacity (ELC) Grant				
Salaries & Wages	729,798.00	45,741.66	187,887.30	25.75%
Benefits	122,128.00	9,624.59	44,609.95	36.53%
Other Charges	25,000.00	942.85	942.85	3.77%
Bldg Improvements	75,000.00	2,577.75	33,317.45	44.42%
Health Equipment	79,768.00	5,009.01	19,519.94	24.47%
Total Epidemiology & Lab Capacity (ELC) Grant	1,031,694.00	63,895.86	286,277.49	27.75%
TN All Corps				
Salaries & Wages	420,000.00	91,095.00	227,345.00	54.13%
Benefits	32,298.00	10,654.18	21,077.41	65.26%
Other Supplies & Materials	6,000.00	-	1,337.49	22.29%
Total TN All Corps	458,298.00	101,749.18	249,759.90	54.50%
Total Expenditures	9,191,596.00	604,087.42	2,761,948.18	30.05%
TOTAL FUND BALANCE	0.00	-	-	

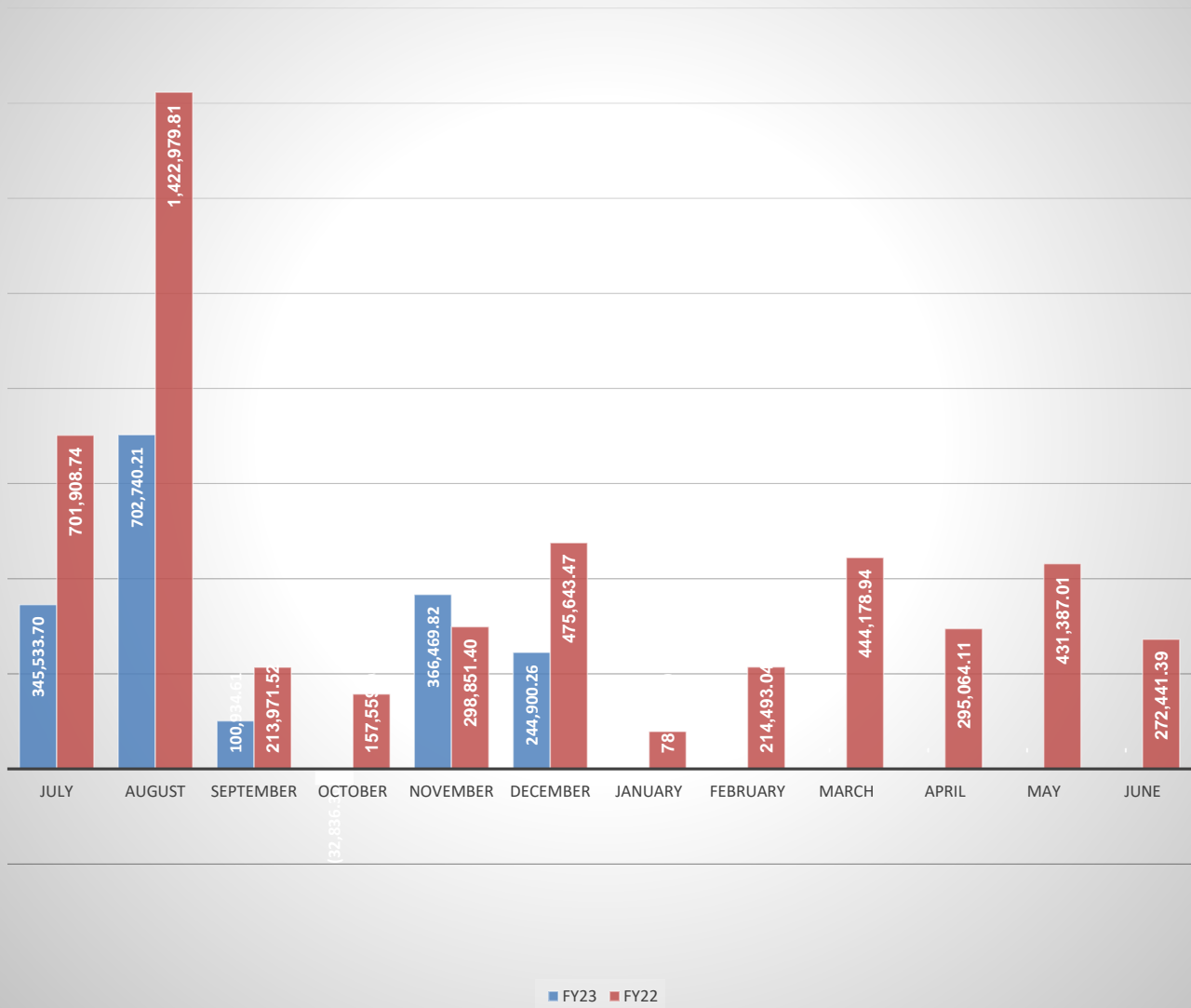
Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
As of Month Ending December 31, 2022

	Month	FYTD	BUDGET	EXPENDED
REVENUES:				
Employee Contributions	190,322.39	846,782.55	1,766,260.00	47.94%
Employer Contributions	353,421.71	1,566,452.81	3,295,640.00	47.53%
Other Income	-	46,964.25	200,000.00	23.48%
Interest Income	3,774.37	15,326.33	-	0.00%
Reserves	-	-	998,100.00	0.00%
TOTAL REVENUES:	547,518.47	2,475,525.94	6,260,000.00	39.55%
EXPENDITURES:				
Medical Claims	244,900.26	1,726,923.25	5,000,000.00	34.54%
Stop-Loss Premiums	70,241.49	427,471.27	960,000.00	44.53%
Administrative Expenses	22,547.92	129,947.06	300,000.00	43.32%
TOTAL EXPENDITURES:	337,689.67	2,284,341.58	6,260,000.00	36.49%
FUND BALANCE	209,828.80	191,184.36	-	

	FY 23 Cash Basis Claims	FY 22 Cash Basis Claims		
July	345,533.70	701,908.74		
August	702,740.21	1,422,979.81		
September	100,934.61	213,971.52		
October	(32,836.30)	157,559.98		
November	366,469.82	298,851.40		
December	244,900.26	475,643.47		
January	-	78,681.79		
February	-	214,493.04		
March	-	444,178.94		
April	-	295,064.11		
May	-	431,387.01		
June	-	272,441.39		
Y-T-D	1,727,742.30	5,007,161.20	Monthly Average Budgeted	416,666.67

Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
 As of Month Ending December 31, 2022

Analysis of Cash Basis Claims for FY 2022-23



Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAPITAL PROJECTS FUND
As of Ending December 31, 2022

	<u>BUDGET</u>	<u>Month</u>	<u>YTD</u>	<u>EXPENDED</u>
REVENUES:				
County Commission	1,500,000.00	-	-	0.00%
Bonds Issued	2,500,000.00	-	583,580.85	23.34%
Transfers from City of Germantown	1,000,000.00	-	55,040.00	0.00%
Interest Income	-	-	-	0.00%
Reserves	-	-	-	0.00%
TOTAL REVENUES:	<u>5,000,000.00</u>	<u>-</u>	<u>638,620.85</u>	<u>12.77%</u>
EXPENDITURES:				
Building Construction	4,000,000.00	-	1,183,035.85	29.58%
Building Improvements	1,000,000.00	-	55,040.00	5.50%
TOAL EXPENDITURES:	<u>5,000,000.00</u>	<u>-</u>	<u>1,238,075.85</u>	<u>24.76%</u>
FUND BALANCE	<u>-</u>	<u>-</u>	<u>(599,455.00)</u>	

Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAFETERIA FUND

As of Month Ending December 31, 2022

	BUDGET	Month	YTD	EXPENDED
REVENUES:				
Lunch, Breakfast, A la Carte Sales	1,490,849.00	82,384.30	649,611.75	43.57%
USDA School Lunch	515,274.00	29,147.86	203,083.53	39.41%
USDA Breakfast	40,780.00	3,269.98	21,238.58	52.08%
USDA Other	-	6,438.06	6,438.06	#DIV/0!
Other State Funds	-	-	-	0.00%
Other Federal Thru State Funds	123,830.00	-	126,965.40	0.00%
Other Revenue	5,000.00	-	1,823.05	36.46%
Reserves	196,053.64	-	-	0.00%
TOTAL REVENUES	2,371,786.64	121,240.20	1,009,160.37	42.55%
EXPENDITURES:				
Other Contracted Services - SFE	2,105,465.00	111,353.66	791,162.64	37.58%
NET BALANCE	266,321.64	9,886.54	217,997.73	81.86%
DISTRICT EXPENDITURES:				
Maint and Repair - Equipment	40,000.00	719.89	18,646.94	46.62%
UDSA Commodities	95,280.00	-	-	0.00%
Other Supplies & Materials	7,000.00	-	989.84	14.14%
Inservice/ Staff Development	2,000.00	-	382.25	19.11%
Equipment	122,041.64	-	51,209.72	41.96%
TOTAL DISTRICT EXPENDITURES	266,321.64	719.89	71,228.75	26.75%
EXPENDITURES TOTAL	2,371,786.64	112,073.55	862,391.39	
Excess/(Def) of Revenues over Expenditures	-	9,166.65	146,768.98	#DIV/0!
Operating Transfer In	-	-	-	#DIV/0!
FUND BALANCE	-	9,166.65	146,768.98	

Germantown Municipal School District
REVENUE and EXPENSE REPORT
OPEB TRUST

As of Month Ending December 31, 2022

	<u>Month</u>	<u>YTD</u>	<u>BUDGET</u>	<u>EXPENDED</u>
REVENUES:				
Employer Contributions	-	-	755,000.00	0.00%
Retiree Contributions	-	-	80,000.00	0.00%
Interest and Dividend Income	32,284.10	62,287.24	75,000.00	83.05%
Realized gain/(loss) on investments	14,992.17	27,913.00	-	0.00%
Unrealized gain/(loss) on investments	(176,475.96)	(56,175.68)	292,500.00	-19.21%
Other Income			-	0.00%
TOTAL REVENUES	<u>(129,199.69)</u>	<u>34,024.56</u>	<u>1,202,500.00</u>	<u>2.83%</u>
EXPENDITURES:				
Retiree Stipends	8,250.00	47,100.00	90,000.00	52.33%
Medical Claims	-	43,187.89	600,000.00	7.20%
Insurance Premiums	-	-	48,000.00	0.00%
Administrative Expenses	1,208.33	10,549.98	25,000.00	42.20%
TOTAL EXPENDITURES	<u>9,458.33</u>	<u>100,837.87</u>	<u>763,000.00</u>	<u>13.22%</u>
FUND BALANCE	<u><u>(138,658.02)</u></u>	<u><u>(66,813.31)</u></u>	<u><u>439,500.00</u></u>	

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Investment of Idle Funds	Descriptor Code: 2.4021	Issued Date: 1/**/23
		Rescinds: 2.4021	Issued: 02/29/16

1 OBJECTIVES

2 The objective of this investment policy is to lend guidance and direction to the Chief Financial Officer
3 of Germantown Municipal School District (“CFO”) charged with investing idle funds.

4 The CFO is authorized by state law to invest idle district funds **in order to maximize interest earnings.**
5 ~~in accordance with guidelines established by the State of Tennessee.~~

6 The investment program for Germantown Municipal School District has these priorities:

7 1. *Safety* - The district's idle cash should be **conservatively invested.** ~~invested only in the safest~~
8 ~~and most secure investments authorized by state statute.~~

9
10 2. *Liquidity* - The maturities of the investments should be structured to meet the cash flow needs
11 of the district.

12
13 3. *Yield* - The best yield should be obtained after safety and liquidity are attained.

14 TYPES OF INVESTMENTS

15 **Examples of the types of investments that are herein authorized** ~~The CFO is authorized to invest~~
16 ~~district funds in instruments allowed under TCA 6-56-106.¹ These investments~~ include:

17 1. Bonds, notes, or treasury bills of the United States;

18
19 2. Certificates of deposit;

20
21 3. The Local Government Investment Pool (“LGIP”) managed by the State of Tennessee; ~~and~~

22
23 4. Nonconvertible debt securities of the following federal government sponsored enterprises that
24 are chartered by the United States congress; provided, that such securities are rated in the
25 highest category by at least two (2) nationally recognized rating services:

- 26
27 a. The federal home loan bank;
28 b. The federal national mortgage association;
29 c. The federal farm credit bank; and
30 d. The federal home loan mortgage corporation.

31
32 **5. Money Market Accounts.**

1 TYPES OF MATURITIES

2 Maturities of investments should coincide with district cash flow needs. A cash flow analysis should be
3 completed annually using data from at least the three (3) previous fiscal years.

4 The Germantown Municipal Board of Education must approve investments with maturities greater
5 than two (2) years. ~~The TN Comptroller's Office must approve investments with maturities greater~~
6 ~~than four (4) years.²~~

7 INTERNAL CONTROL SYSTEM

8 The authority to invest idle district funds lies with the CFO. Other personnel charged with bookkeeping
9 duties, may also be required to sign the documents required to open investment accounts.

10 The CFO/designee has the authority to release securities pledged as collateral by financial institutions.
11 ~~Other personnel, charged with bookkeeping duties, are also authorized to release securities in the absence~~
12 ~~of the CFO.~~ The pledged securities can be released if the remaining collateral is sufficient to meet the
13 collateralization requirement.

14 A history of investments must be maintained for not less than three (3) years to provide an adequate
15 audit trail.

16 REPORTING

17 The CFO must maintain monthly reports that include the following:

- 18 1. Detailed lists of investments that state the:
 - 19 a. Type of investment;
 - 20 b. Maturity date;
 - 21 c. CUISP or account number;
 - 22 d. Interest rate; and
 - 23
- 24 2. A statement of the total amount of investments with each financial instruction.

Legal References

TCA 6-56-106(a)
TCA 6-56-106(b)
Tennessee Internal School Uniform
Accounting Policy Manual, Section 6-1

Cross References

~~Deposit of Funds 2.500~~

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Emergency Planning	Descriptor Code: 3.202	Issued Date: 1/**/23 06/07/22 11/30/21 05/07/18
		Rescinds: 3.202	Issued: 07/11/16

1 The Superintendent shall be responsible for developing, and acquiring Board approval of a
2 Comprehensive District-Wide School Safety Plan and Building-level School Safety Plan (hereinafter
3 “the Safety Plans”) regarding crisis intervention, emergency response, ~~and~~ emergency management, ~~and~~
4 ~~cybersecurity~~. The Safety Plans shall include procedures for bomb threats, civil disturbances, armed
5 intruders, earthquakes, fires, tornadoes or other severe weather, ~~and~~ medical emergencies, ~~and cyber~~
6 ~~attacks~~.

7 FIRE AND SAFETY DRILLS

8 Each GMSD Principal shall ensure that one fire drill requiring full evacuation is given every thirty (30)
9 school days, with two (2) fire drills occurring during the first thirty (30) full days of the school year.
10 Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted
11 throughout the year.

12 Each GMSD Principal shall ensure that three (3) additional safety drills are given during the school
13 year. Two of these drills will cover earthquakes. One drill may cover inclement weather, or other
14 emergency drills that do not require full evacuation. A record of all drills, including the time and date,
15 shall be kept in each school's office.

16 ARMED INTRUDER DRILLS

17 Each GMSD Principal shall ensure that each school safety team conducts at least one (1) armed
18 intruder drill annually in coordination with local law enforcement.

19 AED/CPR DRILLS

20 The GMSD Coordinated school Health Specialist shall schedule an annual AED training for all school
21 personnel. The Principal for each GMSD school shall conduct an annual CPR drill and AED drill for
22 students and employees so that students and employees are aware of the steps that must be taken if an
23 event should occur that requires the use of CPR and/or an AED.

24 REMOTE LEARNING DRILLS

25 The District shall conduct a remote learning drill once per school year to ensure that schools, students,
26 and parents of students can easily transition from in-person learning to remote learning.

27 The drill must accurately reflect the District's Plan for transitioning students to remote learning in the
28 event of disruption to school operations.

1 Students shall not be required or asked to transition exclusively to remote learning at any time during
2 the remote learning drill.

3 The District shall address any issues that are identified during the remote learning drill.

4 **FIRE EXTINGUISHERS**

5 Each school's Plant Manager shall regularly check the quantity, locations, and conditions of fire
6 extinguishers.

7 **MEDICAL EMERGENCIES/PANDEMIC**

8 In the event of medical emergencies, such as a pandemic outbreak, school officials shall cooperate and
9 consult with the local and state health departments and other local emergency or healthcare providers
10 in protecting students and the community from further infection.

Legal References

T.C.A. § 49-2-122

T.C.A. § 49-2-139

T.C.A. § 49-6-804

T.C.A. § 49-6-807

T.C.A. § 49-6-1208

T.C.A. § 68-102-137

T.C.A. § 68-140-404

Public Acts of 2022, Chapter No. 936

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: English Language Acquisition	Descriptor Code: 4.207	Issued Date: 1/**/23
		Rescinds: 4.207	Issued: 06/08/21

1 The Board recognizes the need to provide equal educational opportunities for all students in the district.
2 Therefore, if the inability to speak and understand the English language excludes a student from effective
3 participation in the educational programs offered by the district, the district shall take reasonable actions
4 to provide the student equal access to its programs. Students who are English Learners (“EL”) shall be
5 identified, assessed, and provided appropriate services. No child shall be admitted to or excluded from
6 any program or extra-curricular activity based on the student’s actual or perceived citizenship or
7 immigration status.

8 Parents/Guardians of EL students shall be provided information related to identification, screening and
9 service delivery in the language and method that the Parent/Guardian can understand, to the extent
10 practicable.

11 ~~By giving notice to a Student’s Principal, Parents/Guardians of English Learners have the right to:~~

- 12 ~~a) waive placement of their students in ESL programs;~~
- 13 ~~b) remove their students from direct ESL service at any time; and~~
- 14 ~~c) the scaffolding and accommodations to be provided in the general education settings via~~
15 ~~indirect ESL services if the Parent/Guardian waives ESL services.~~

16 Parents or guardians of EL students are hereby notified that they have the right to refuse placement of
17 their children in English as a Second Language (“ESL”) programs. By giving notice to their child’s
18 Principal, parents or guardians have the option to waive direct ESL Services before services are provided,
19 or at any time during the course of the school year.

Legal References

Tennessee State Board of Education Rule 0520-01-19

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Graduation Requirements	Descriptor Code: 4.605	Issued Date: 1/**/23 02/22/22 08/24/21
		Rescinds: 4.605	Issued: 04/19/21

1 *General*

2 To meet the requirements for graduation, a student shall have attained an approved attendance,
3 conduct and subject matter record which covers a planned program of education, and such record
4 shall be kept on file in the high school.

5 The program of studies shall include areas required by the State Board of Education.

6 The courses which shall be required of all students in grades nine (9) through twelve (12) shall be
7 in accordance with the Rules and Regulations of the State Board of Education.

8 **TRADITIONAL HIGH SCHOOL DIPLOMA REQUIREMENTS**

9 Before graduation, every student shall:

- 10 1. Achieve the specified twenty-two (22) units of credit;
- 11 2. Have satisfactory records of attendance and conduct;
- 12 3. Take the ACT, ~~or~~ SAT examination, or other eleventh (11th) grade post-secondary
13 readiness assessment, as determined by the Tennessee Commissioner of Education, unless
14 the student qualifies for a limited medical exception as defined by the Tennessee
15 Department of Education; and
- 16 4. Take and pass a United States civics test.

17 Course Graduation Requirements:

18	English	4 credits
19	Mathematics	4 credits
20	Science	3 credits
21	Social Studies	3 credits
22	Personal Finance	0.5 credit
23	Wellness	1 credit
24	Physical Education	0.5 credit
25	World Language	2 credits
26	Fine Arts	1 credit
27	Elective Focus	3 credits (CTE or Liberal Arts)

28 ~~*Suspending the ACT or SAT examination requirement for the class of 2021.~~

29 **SPECIAL EDUCATION STUDENTS**

1 Special education students who earn the prescribed twenty-two (22) credit minimum shall be
2 awarded a regular high school diploma.

3 Students who have received the below diplomas shall continue to make progress towards a regular
4 high school diploma until the end of the school year in which they turn twenty-two (22) years old.

5 *Special Education Diploma*

6 A special education diploma shall be awarded to students who have not met the requirements for
7 a regular high school diploma, but have:

- 8 1. Completed four (4) years of high school;
- 9 2. Made satisfactory progress on their IEP; and
- 10 3. Maintained satisfactory records of attendance and conduct.

11 *Occupational Diploma*

12 Special education students who do not meet the requirements for a regular high school diploma
13 may be awarded an occupational diploma if the student has:

- 14 1. Completed at least four (4) years of high school;
- 15 2. Made satisfactory progress on his/her IEP;
- 16 3. Maintained satisfactory records of attendance and conduct;
- 17 4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery
18 Assessment (SKEMA); and
- 19 5. Has two (2) years of paid or non-paid work experience.

20 The decision to attain an occupational diploma shall be made at the conclusion of the student's
21 10th grade year or two (2) academic years prior to the expected graduation date.

22 *Alternative Academic Diploma*

23 Special education students who do not meet the requirements for a regular high school diploma
24 may be awarded an alternate academic diploma if the student has:

- 25 1. Completed at least four (4) years of high school;
- 26 2. Participated in the high school alternate assessments;
- 27 3. Earned the prescribed twenty-two (22) credit minimum;
- 28 4. Made satisfactory progress on their IEP;
- 29 5. Maintained satisfactory records of attendance and conduct; and
- 30 6. Completed a transition assessment that measures postsecondary education and training,
31 employment, independent living, and community involvement.
- 32 7. Take and pass a United States civics test.

33 The required credits may be earned either through the state-approved standards or through alternate
34 academic diploma modified course requirements approved by the State Board of Education. A
35 student who earns an alternate academic diploma shall continue to be eligible for services under

1 IDEA until he or she receives a regular high school diploma or through the school year in which
2 the student turns twenty-two (22).

3 **7) INDUSTRY 4.0 DIPLOMA**

4 The Industry 4.0 distinction shall be noted on the transcripts of all students that fulfill the Industry
5 4.0 distinction requirements.

6 The requirements for receiving the Industry 4.0 Diploma distinction are as follows.

7 A. Before the end of the high school student's tenth (10th) grade year, the student shall:

8 1. Notify the student's counselor or school principal of the student's intent to pursue an
9 Industry 4.0 diploma distinction;

10 2. Provide the student's counselor or school principal with documentation signed by the
11 student's parent or legal guardian indicating that the student's parent or legal guardian is
12 aware of the requirements for the parent's or legal guardian's student to obtain an Industry
13 4.0 diploma distinction and consenting to the student's participation;

14 3. Register with a regional American Job Center or other career counseling or community
15 partner approved by the student's school; and.

16 4. Enroll in at least one (1) work-based learning or dual enrollment course for the student's
17 eleventh (11th) grade year.

18 B. Beginning in the student's eleventh (11th) grade year, a student pursuing an Industry 4.0
19 diploma distinction shall meet, no less than once per month, with a career coach who has
20 been approved to provide career coaching services by the student's school. The career
21 coach must:

22 1. Be an American Job Center career coach, a career coach from a career counseling or
23 community partner approved by the United States Department of Labor's regional office
24 for the state of Tennessee, or a licensed school counselor or an educator who holds a work-
25 based learning certificate provided by the Department of Education; and

26 2. Meet, no less than once per month during the school year, with students assigned to the
27 career coach by the student's school principal to assist students in:

28 i. Developing the personal attributes required for success in the workforce, which
29 include, but are not limited to, time management, networking, communication,
30 teamwork, creative thinking, and conflict resolution;

31 ii. Applying for dual enrollment grants or other available financial aid opportunities,
32 including, but not limited to, grants and scholarships administered by the Tennessee
33 Student Assistance Corporation;

1 iii. Identifying the best combination of dual enrollment, work-based learning, and
2 internship opportunities available to the student; and

3 iv. Preparing for standardized assessments such as the ACT.

4 C. Before the end of the student's eleventh (11th) grade year, a student pursuing an Industry
5 4.0 diploma distinction shall enroll in work-based learning or dual enrollment courses for
6 the student's twelfth (12th) grade year.

7 D. A student receiving an Industry 4.0 diploma distinction shall successfully complete all
8 coursework required for graduation for their diploma type.

9 E. A student pursuing an Industry 4.0 diploma distinction may earn at least one (1) science
10 credit and at least one (1) math credit through course substitutions approved by the State
11 Board, including, but not limited to, dual enrollment and work-based learning courses that
12 are aligned to a student's chosen career path. Work-based learning course substitutions may
13 only fulfill a student's third (3rd) credit of science and/or fourth (4th) credit of math.
14 Pursuant to State Board Rule 0520-01-03-.03, high schools shall accept dual enrollment
15 courses as a substitution for an aligned graduation requirement course.

16 F. A student receiving an Industry 4.0 diploma distinction shall earn nine (9) credits of dual
17 enrollment or work-based learning in grades nine (9) through twelve (12), which may be
18 satisfied by the student's successful completion of dual enrollment coursework, work-
19 based learning experiences, on-the-job training, or other mentorships or structured
20 educational experiences that allow the student to apply the student's knowledge and skills
21 in a work environment to develop an understanding of workplace expectations.

22 **STUDENT LOAD**

23 All full-time students in grades 9-12 shall be enrolled each semester in subjects that produce a
24 minimum of six units of credit for graduation per year. Students with hardships and gifted students
25 may appeal this requirement to the superintendent and then to the Board.

26 **EARLY GRADUATION**

27 High school students shall be permitted to complete an early graduation program. Students
28 intending to graduate early shall inform the school principal of this intent prior to the beginning of
29 9th grade or as soon thereafter as the intent is known.

30 In order to graduate early, students must meet the following requirements:

- 31 1. Earn required seventeen (17) credits;
- 32 2. Score on-track or mastered level for each required end-of-course exam;
- 33 3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
- 34 4. Meet the minimum ACT or SAT benchmark score;
- 35 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 36 6. Complete at least two (2) types of the following courses:
 - 37 a. AP;

- 1 b. IB;
- 2 c. Dual enrollment;
- 3 d. Dual credit.

4 ~~The superintendent shall ensure that the early graduation program is conducted in accordance with~~
5 ~~state law.~~

Legal References

T.C.A. 49-6-408

T.C.A. 49-6-6001

T.C.A. 49-6-6005

T.C.A. 49-6-8103

T.C.A. 49-6-8303

State Board of Education Policy 2.103

State Board of Education Rule ~~TRR/MS~~ 0520-01-03-06

Rationale for Revision of GMSD Policies 12.15.22 Board Work Session & Business Meeting

Revisions are recommended for the following policies,

“To Waive second reading and adopt after one reading”

1. **Revision Policy 2.4021 Investment of Idle Funds** – Revisions are recommended in order to update citations and to bring the policy into compliance with the Tennessee Internal School Uniform Accounting Policy Manual.
2. **Revision Policy 3.202 Emergency Planning** – Revisions recommended to update citations, comply with State law, and update best practices.
3. **Revision Policy 4.207 English Language Acquisition** – Revisions recommended to update citation and comply with recent State Board Rule revision.
4. **Revision Policy 4.605 Graduation Requirements** – Revisions recommended to update citations and comply with State law and recent State Board Rule revisions.



Germantown Municipal School District Budget Amendment

Fiscal Year: 2022 - 2023

Amendment # 16

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71100-722-365	Equipment	136,000	-	140,282	276,282
141-44160	PEG Funding Revenues	136,000		(9,000)	127,000
141-34755	Restricted Reserves - TV Studios	149,282	-	(149,282)	-

REASON FOR AMENDMENT:

To appropriate funds for June 30, 2022 reserves for PEG Funding/TV Studios

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

 GMSD Board Chair Date

 GMSD Superintendent Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2022-2023

Amendment # 17

GMSD Acct #	GMSD Acct	Original Budget	Changes	Requested Changes	Amended Budget
142-71200-429	Instructional Supplies & Materials	120,000	-	40,332	160,332
142-71200-499	Other Supplies & Materials	-	-	27,000	27,000
142-47143-900	Revenues - IDEA Part B	1,880,633	-	67,332	1,947,965
142-71200-429	Instructional Supplies & Materials	5,545	-	1,340	6,885
142-47145-910	Revenues - IDEA Preschool	20,847	-	1,340	22,187

REASON FOR AMENDMENT:

Allocations for IDEA Part B and IDEA Preschool.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair

Date

GMSD Superintendent

Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2022-2023

Amendment # 18

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
142-71100-116	Teachers Salaries	450,261	(78,182)	(135,234)	236,845
142-71100-189	Other Salaries & Wages	102,770	-	(53,465)	49,305
142-71100-201	Social Security	34,281	(4,805)	(11,545)	17,931
142-71100-204	Retirement	48,451	(6,728)	(16,359)	25,364
142-71100-206	Life Insurance	1,225	(175)	(603)	447
142-71100-207	Health Insurance	41,300	(5,900)	(19,129)	16,271
142-71100-212	Medicare	8,029	(1,137)	(2,546)	4,346
142-71100-311	Contracts - Other Systems	9,152	(9,152)	-	-
142-71100-399	Other Contracted Services	4,145	9,152	(1,781)	11,516
142-71100-429	Instructional Supplies & Materials	119,581	179,159	(41,592)	257,148
142-71100-499	Other Supplies & Materials	600	-	-	600
142-71100-722	Regular Instruction Equipment	23,233	200,241	(61,087)	162,387
142-72130-189	Other Salaries & Wages	21,509	791	28,000	50,300
142-72130-201	Social Security	1,332	51	1,736	3,119
142-72130-204	Retirement	1,847	71	2,980	4,898
142-72130-212	Medicare	311	12	408	731
142-72130-399	Contracted Services	42	-	(18)	24
142-72130-499	Other Supplies & Materials	-	4,000	(1,220)	2,780
142-72130-599	Other Charges	11,519	(1,191)	(4,953)	5,375
142-72210-369	Contracts for Substitute Teachers	42,000	30,000	(33,845)	38,155
142-72210-399	Contracted Services	12,000	22,000	(34,000)	-
142-72210-524	In-service/Staff Development	89,900	219,614	(102,954)	206,560
142-99100-504	Indirect Costs	21,641	-	(9,507)	12,134
142-47141-100	Revenues - Title I	1,045,129	557,821	(496,714)	1,106,236

REASON FOR AMENDMENT:

Allocate Title I reductions

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair

Date

GMSD Superintendent

Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2022-2023

Amendment # 19

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
142-72210-189	Other Salaries & Wages	50,565	-	(4,500)	46,065
142-72210-201	Social Security	3,140	-	-	3,140
142-72210-204	Retirement	4,400	-	-	4,400
142-72210-206	Life Insurance	70	-	-	70
142-72210-207	Health Insurance	3,892	-	-	3,892
142-72210-212	Medicare	740	-	-	740
142-72210-369	Contracts for Substitutes - Certified	1,053	-	1,527	2,580
142-72210-524	In-service/Staff Development	27,902	31,144	13,649	72,695
142-99100-504	Indirect Costs	4,441	-	-	4,441
142-47189	Title II Revenues	96,203	31,144	10,676	138,023
142-71100-429	Instructional Supplies & Materials	19,700	-	(6,169)	13,531
142-71100-499	Other Supplies & Materials	1,774	1,500	(1,575)	1,699
142-71100-722	Regular Instruction Equipment	10,000	9,411	(5,111)	14,300
142-72120-499	Other Supplies & Materials	14,200	-	(4,680)	9,520
142-72210-369	Contracts for Substitutes - Certified	4,914	1,170	1,269	7,353
142-72210-524	In-service/Staff Development	50,903	20,957	(28,985)	42,875
142-99100-504	Indirect Costs	3,957	(2,257)	(700)	1,000
142-47147	Title IV Revenues	105,448	30,781	(45,951)	90,278

REASON FOR AMENDMENT:

Reallocations for Title II and reductions for Title IV

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair

Date

GMSD Superintendent

Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2022-2023

Amendment # 20

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71100-116	Teachers Salaries	20,778,175	-	129,723	20,907,898
141-71100-201	Social Security	1,371,130	-	8,043	1,379,173
141-71100-204	Retirement	1,925,763	-	11,675	1,937,438
141-71100-206	Life Insurance	62,125	-	300	62,425
141-71100-207	Health Insurance	1,840,440	-	2,236	1,842,676
141-71100-212	Medicare	320,667	-	1,881	322,548
141-71100-399	Other Contracted Services - Subs	938,115	-	5,676	943,791
141-72210-524	In-service/Staff Development	52,000	-	13,400	65,400
141-40210	Revenues - Sales Tax	8,992,290	-	172,934	9,165,224

REASON FOR AMENDMENT:

Allocate remaining of the Title I reductions to the General Purpose Fund

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

_____ GMSD Board Chair _____ Date

_____ GMSD Superintendent _____ Date

Academic Course Details: 01 - English Language & Literature

Course Name: *African American Literature* - Germantown Municipal School District

Course Level: 2 - Intermediate

Course Justification: The purpose of this course is to offer an overview of African American literature and the rich history surrounding its cultural expression in the United States, the Americas, and the world. Likewise, it offers students additional elective opportunities to reinforce and further develop reading, critical thinking, and writing skills by analyzing & synthesizing information from multiple informational, historical, and literary sources.

Course Description: Students will examine the life and literary contributions of African Americans from the early 1600's through modern America. Students will explore the influence of geography and history on the American continent in context of the literature of African American writers. Students will consider urban and rural African American communities, the historical contexts surrounding them, and the impact on African American art. Students will trace the impact of African American migration through the early twentieth century and explore the impact of the Harlem Renaissance literary contributions of African Americans during the Great Depression and World War II.

Required Teacher Endorsements: 007, 159, 407, 959

Pre-requisite Courses: English 9 & English 10

When will the course be offered? Semester

Credit: 0.5

Will any portion of this course be delivered online? No

Course Development: This course was developed in the early 1990s and has been revised recently to align with TN Academic Standards. The course was further revised making use of the historical chronology established within Tennessee's African American History course, and seeking to offer a literary study of the literature of African American writers in that context. Seminal informational and literary texts are chosen to represent the specific episodes of American history through the lens of African American literature including African Folktale & proverbs; slave narratives & spirituals; early speeches, essays, and poetry; and the development of regional African American literature resulting from the Great Migration and the Harlem Renaissance, into the Civil Rights era and into contemporary time.

Names and titles of individuals who developed the course:

Karen Garrison – former English Teacher, Houston High School

Bill Gillespie – previous Instructional Supervisor – Germantown Municipal School District; currently Vice Principal at Houston High School

References to TN Academic Standards:

9-10.L.CSE.1 Demonstrate command of the conventions of standard English grammar and usage when writing or speaking; use effective parallel structure and various types of phrases and clauses to convey specific meaning and add variety and interest to writing or presentations.

9-10.L.CSE.2 Demonstrate command of the conventions of standard English capitalization, punctuation, and spelling when writing; when reading and writing, explain the functions of semicolons and colons to separate related ideas and use them correctly to do so; write and edit work so that it conforms to a style guide appropriate for the discipline and writing type.

9-10.L.KL.3 Apply knowledge of language to understand how language functions in different contexts, to make effective choices for meaning or style, and to comprehend more fully when reading or listening.

9-10.L.VAU.4 Determine or clarify the meaning of unknown and multiple-meaning words and phrases based on 9th-10th grade-level text by choosing flexibly from a range of strategies. a. Use context as a clue to the meaning of a word or a phrase. b. Use common grade-appropriate morphological elements as clues to the meaning of a word or a phrase. c. Consult reference materials, both print and digital, to find the pronunciation of a word or phrase. d. Use etymological patterns in spelling as clues to the meaning of a word or phrase.

9-10.L.VAU.5 Demonstrate understanding of figurative language, word relationships, and nuances in word meanings in grades 9-10 reading and content; interpret figures of speech in context and analyze their role in a text; analyze nuances in the meaning of words with similar denotations.

9-10.L.VAU.6 Acquire and accurately use general academic and domain-specific words and phrases sufficient for reading, writing, speaking, and listening at the post-secondary and workforce readiness level; demonstrate independence in building vocabulary knowledge when considering a word or phrase important to comprehension or expression.

9-10.RL.KID.1 Analyze what a text says explicitly and draw inferences; cite the strongest, most compelling textual evidence to support conclusions.

9-10.RL.CS.4 Determine the meaning of words and phrases as they are used in a text, including figurative and connotative meanings; analyze the cumulative impact of specific word choices on meaning and tone, such as how language evokes a sense of time and place, and how it communicates an informal or formal tone.

Houston High School
African American Literature Syllabus

Semester Outline

- I. African Literature
 - a. African folktales
 - b. African proverbs
 - c. Writing: analysis paper of African folktale
- II. The Beginning of African American Literature
 - a. Slave Narratives
 - b. Creative writing: Write a slave narrative
 - c. Negro Spirituals
 - d. Novel Study: Alex Haley's Roots
- III. Reconstruction Period
 - a. Essays and speeches
 - i. Frederick Douglass
 - ii. Booker T. Washington
 - iii. Ida B. Wells
 - b. Slaves to Citizens Project/ presentation
 - c. Poetry
 - i. Dunbar
- IV. Harlem Renaissance
 - a. James Weldon Johnson
 - b. Langston Hughes
 - c. Countee Cullen
 - d. Zora Neal Hurston
- V. Mid-Forties
 - a. Drama study: A Raisin in the Sun
 - b. Black Laughter
- VI. Contemporary
 - a. James Baldwin
 - b. Ernest Gaines
 - c. Novel Studies: Nella Larsen's Passing

Academic Course Details: 04 - History & Social Studies

Course Name: Facing History & Ourselves - Germantown Municipal Schools

Course Level: 2 - Intermediate & 3 - Advanced

Course Justification: Facing History & Ourselves has long been part of our social studies curriculum. For almost 50 years, Facing History and Ourselves has taken a student-centered approach to teaching and learning which has been applied to the cultivation of this academically rigorous course which directly aligns to Tennessee Academic Standards in Social Studies and English Language Arts. This unique Facing History elective course uses an in-depth case-study approach with a focus on two pivotal moments in history: the Holocaust and the Armenian Genocide, and it is designed to develop students' historical understanding, literacy, and communication skills. This course utilizes innovative college level preparatory pedagogy and teaching strategies, several of which support current social studies practices embedded within the TN Academic Standards for social studies courses. Course curriculum includes the use of both informational text and content related literature, along with reflective and argumentative writing. Course pedagogy relies heavily on methods of the humanities--inquiry, analysis, and interpretation--to promote the knowledge, agency, and the 21st Century skills needed to preserve and protect democracy. The distinct interdisciplinary approach of this social studies course likewise aligns with Tennessee English Language Arts Standards in Vocabulary Acquisition and Use, Reading, Speaking and Listening, and Writing.

The Facing History Course achieves these standards by providing primary and secondary resources and mediated texts that are complex and ask students to struggle productively, yet the design of the lessons allow for students to expand, strengthen, and develop a strong academic vocabulary as they consider a word or phrase important to comprehension or synthesis. Each lesson includes general academic and content related, domain specific words and phrases, supported by a glossary of over 175 terms. The strategies implemented in each lesson emphasize continued vocabulary growth and literacy skill development as students engage in analyzing what a text says explicitly, drawing logical inferences, and citing textual evidence to support conclusions in collaborative discussions that promote students' ability to listen carefully and build on peer input, as well as write arguments to support claims with clear reasons and relevant evidence. The lessons in the course curriculum promote the integration of information presented in different media or formats, such as tables, images, film, diagrams, and text, to develop a coherent understanding of a topic or issue. The included readings, primary and secondary source documents, and their accompanying lesson plans are designed to build comprehension skills utilizing a text complexity designed for grades 9 - 12, with a gradual release of scaffolding at the high end as needed.

Facing History and Ourselves offers an important elective opportunity for students to reinforce and further develop reading, critical thinking, and writing skills by analyzing & synthesizing information from multiple informational, historical, and literary sources, which serves to reinforce the generalization of these skills across the curriculum.

Course Description: The Facing History high school elective course guides teachers and their students through a Facing History and Ourselves case study approach to two pivotal moments in history: the Holocaust and the Armenian Genocide. Facing History courses approach the learning of history through the examination of human behavior and the impact of choices on historical outcomes. This course curriculum is designed to support students through the process of identifying universal themes among historical events, while learning to recognize the specific context and particular choices that make every event unique. The ultimate goal is for students to develop their ability to connect the past to the present and make informed choices in the future.

The included primary and secondary resources and the argumentative writing assessment have been selected and sequenced to foster students' historical thinking, reading, writing, and communication skills.

Throughout this course, students will:

- Expand their proficiency in critical thinking, argumentative and reflective writing, reading comprehension, inquiry, self-discipline, and responsible decision-making.
- Build their capacity for historical understanding and making historical connections
- Analyze a wide variety of primary and secondary sources, increasing their ability to describe, select, interpret, and evaluate relevant historical evidence.
- Contextualize the individual and collective choices that impacted the Holocaust and the Armenian Genocide and synthesize the ways that the legacies of history connect with contemporary events and the decisions we make in our own lives.
- Develop their leadership skills and competencies to communicate effectively, listen actively, use evidence to support their ideas, work with others, problem solve, demonstrate compassion, and negotiate conflict constructively.
- Be empowered to think deeply about their role and responsibility to actively participate in democracy, society, and civic life.

Required Teacher Endorsements: 133 or 421

Pre-requisite Courses: World History & Geography; English 9

When will the course be offered? Semester

Credit: 0.5

Will any portion of this course be delivered online? No

Course Development: The Facing History and Ourselves Elective course draws from the content and methodology of Facing History and Ourselves, Inc. an international educational non-profit founded in 1976, which focuses on high quality curriculum and teacher professional development. Facing History's mission is to challenge teachers and their students to use the lessons of history to stand up to bigotry and hate. This course has been approved as a special course in TN for the past 20 years. This Facing History Elective Course was developed in 2001 by Facing History staff and public school teachers as a humanities based history course in Memphis, TN. The course was approved by the Tennessee Department of Education in 2002 and was piloted by 2 schools (Whitehaven and Ridgeway High School). Shortly thereafter, a study by Harvard University demonstrated that the Facing History and Ourselves content and pedagogy increases social competence skills, including the student's ability to understand the point of view of others, to listen well to peers, and to be active participants in promoting democratic practices. Since 2002 the course has been consistently aligned to the most current TN Social Studies Academic Standards, as well as, regularly updated to reflect the most up-to-date historical scholarship and evidence. Each year more administrators and teachers request the opportunity to offer an elective course that will enable them to more deeply explore with their students the issues raised through the Facing History curriculum. The course is now taught in over 40 Tennessee high schools (public, private, charter, and parochial) in Memphis, Frayser and the greater Shelby County area, including, Germantown, Collierville, Millington; additionally this course curriculum is used in high schools in Nashville and Chattanooga.

Names and titles of individuals who developed the course:

Facing History and Ourselves, Inc.:

Margot Stern Strom, Founder and former Executive Director; Phyllis Goldstein, Senior Associate for Curriculum Resource Development; Rachel Shankman, former Memphis Director, Adam Strom, Chief Officer for Content and Innovation; Daniel Sigward, Researcher and Curriculum Writer. Syllabus designed by Sarah Stuart, Associate Program Director. Dr. Marilyn Taylor, retired legacy Shelby County Schools Social Studies Teacher and District Coordinator.

Michael Robinson - Social Studies Teacher, Houston High School

Bill Gillespie - previous Instructional Supervisor – Germantown Municipal School District; currently Vice Principal at Houston High School

References to TN Academic Standards:

ELA Standards:

- **9-10/11-12.L.VAU.4**
Determine or clarify the meaning of unknown and multiple-meaning words and phrases based on 9th-10th grade-level text by choosing flexibly from a range of strategies. a. Use context as a clue to the meaning of a word or a phrase. b. Use common grade-appropriate morphological elements as clues to the meaning of a word or a phrase. c. Consult reference materials, both print and digital, to find the pronunciation of a word or phrase. d. Use etymological patterns in spelling as clues to the meaning of a word or phrase.
- **9-10/11-12.L.VAU.6**
Acquire and accurately use general academic and domain-specific words and phrases sufficient for reading, writing, speaking, and listening at the post-secondary and workforce readiness level; demonstrate independence in building vocabulary knowledge when considering a word or phrase important to comprehension or expression.
- **9-10/11-12.RL.KID.1**
Analyze what a text says explicitly and draw inferences; cite the strongest, most compelling textual evidence to support conclusions.
- **9-10/11-12.RL.KID.2**
Determine multiple themes or central ideas of a text or texts and analyze their development; provide a critical summary.
- **9-10/11-12.RL.KID.3**
Analyze how an author's choices regarding the development and interaction of characters, events, and ideas over the course of a text impact meaning.
- **9-10/11-12.RI.KID.1**
Analyze what a text says explicitly and draw inferences; support an interpretation of a text by citing and synthesizing relevant textual evidence from multiple sources.
- **9-10/11-12.RI.KID.2**
Determine multiple central ideas of a text or texts and analyze their development; provide a critical summary
- **9-10/11-12.RI.KID.3**
Analyze how an author's choices regarding the ordering of ideas and events, the introduction and development of ideas, and connections among ideas impact meaning.
- **9-10/11-12.RL.CS.4**
Determine the meaning of words and phrases as they are used in a text, including figurative and connotative meanings; analyze the cumulative impact of specific word choices on meaning and tone, such as how language evokes a sense of time and place, and how it communicates an informal or formal tone.
- **9-11/11-12.RI.CS.4**
Determine the meaning of words and phrases as they are used in a text, including figurative, connotative, and technical meanings; analyze how an author uses and refines the meaning of a key term or terms over the course of a text.

- **9-10/11-12.RL.CS.6**
Analyze how point of view and/or author purpose requires distinguishing what is directly stated in texts and what is implied.
- **9-10/11-12.RI.CS.6**
Determine an author's point of view and/or purpose in a text, analyzing how style and content contribute to its effectiveness.
- **9-10/11-12.RI.IKI.7**
Evaluate the topic or subject in multiple diverse formats and media.
- **9-10/11-12.RI.IKI.8**
Evaluate how an author incorporates evidence and reasoning to support the argument and specific claims in a text.
- **9-10/11-12.RI.IKI.9**
9 Analyze and evaluate a variety of thematically-related texts of historical and literary significance for their topics, facts, purposes, and rhetorical features.
- **9-10/11-12.RI.RRTC.10**
Read and comprehend a variety of literary nonfiction at the high end of the grades 11-12 text complexity band independently and proficiently.
- **9-10/11-12.SL.CC.1**
Initiate and participate effectively with varied partners in a range of collaborative discussions on appropriate 11th - 12th grade topics, texts, and issues, building on others' ideas and expressing one's own ideas clearly and persuasively.
- **9-10/11-12.SL.CC.2**
Integrate multiple sources of information presented in diverse media formats in order to make informed decisions and solve problems; evaluate the credibility and accuracy of each source and note any discrepancies among the data.
- **9-10/11-12.SL.CC.3**
Evaluate a speaker's point of view, reasoning, and use of evidence and rhetoric; assess the stance, premises, links among ideas, word choice, points of emphasis, and tone used.
- **9-10/11-12.SL.PKI.4**
Present information, findings, and supporting evidence, conveying a clear and distinct perspective so that listeners can follow the line of reasoning; address alternative or opposing perspectives; and organize and develop substance and style appropriate to task, purpose, and audience.
- **9-10/11-12.W.TTP.1**
Write arguments to support claims in an analysis of substantive topics or texts, using valid reasoning supported by relevant and sufficient evidence.
 - a. Introduce precise claim(s).
 - b. Develop claim(s) and counterclaim(s) fairly, supplying evidence for each claim and counterclaim while pointing out the strengths and limitations of both in a manner that anticipates the audience's knowledge level and concerns.
 - c. Create an organization that establishes cohesion and clear relationships among claim(s), counterclaim(s), reasons, and evidence.
 - d. Provide a concluding statement or section that follows from and supports the argument presented.
 - e. Use precise language and domain-specific vocabulary to manage the complexity of the topic.
 - f. Establish and maintain a formal style and objective tone.
- **9-10/11-12.W.RW.10**
Write routinely over extended time frames and shorter time frames for a range of tasks, purposes, and audiences.

TN Social Studies Practices (SSP):

- **SSP. 01 Collect data and information from a variety of primary and secondary sources, including:**
 - Printed materials (e.g., literary texts, newspapers, autobiographies, speeches, interviews, letters, personal journals) ■ Media and technology sources
- **SSP. 02 Critically examine a primary or secondary source in order to:**
 - Extract and paraphrase significant ideas
 - Discern differences between evidence and assertion
 - Draw inferences and conclusions
 - Recognize author's purpose, point of view, and potential bias
 - Assess the strengths and limitations of arguments
- **SSP.03 Synthesize data from a variety of sources in order to:**
 - Establish accuracy and validity by comparing sources to each other
 - Recognize disparities among multiple accounts
 - Frame appropriate questions for further investigation
- **SSP.04 Construct and communicate arguments by citing supporting evidence to:**
 - Demonstrate and defend an understanding of ideas
 - Compare and contrast viewpoints
 - Illustrate cause and effect
 - Predict likely outcomes
 - Devise new outcomes or solutions
- **SSP.05 Develop historical awareness by:**
 - Perceiving and presenting past events and issues as they might have been experienced by the people of the time, with historical empathy rather than present mindedness
 - Evaluating how unique circumstances of time and place create context and contribute to action and reaction
 - Identifying patterns of continuity and change over time, making connection to the present

Psychology

- **P.21** Explain how experiences and expectations influence perception.
- **P.40** Examine the nature and effects of stereotyping, prejudice, and discrimination.
- **P.45** Explain how social power structures relate to stereotypes, prejudice, and discrimination.
- **P.46** Examine how perspectives influence stereotypes and the treatment of minority and majority groups in society.

Sociology

- **S.09** Define and give examples of cultural norms (e.g., folkways, morality, taboos, laws, social expectations, manners)
- **S.14** Identify and evaluate the functions of social institutions (e.g., family, education, religion, economy, government, etc.).
- **S.17** Explain how social institutions and cultures change and evolve due to historical changes, globalization, the Internet age, countercultures, and social movements.
- **S.20** Classify types of social groups that exist in society (i.e., reference groups, primary groups, secondary groups, in-groups, out-groups).
- **S.22** Explain the process of the social construction of the self (e.g., I and Me, role-taking, generalized other, identity).
- **S.29** Identify common patterns of social inequality (i.e., privilege, poverty, power, race, ethnicity, class, gender, etc.).
- **S.30** Analyze effects of social inequality on groups and individuals (e.g., life chances, social

problems, achievement, education, inter- and intra- group conflict among groups and individuals, etc.).

- **S.31** Explain how social institutions distribute power among groups and individuals and how institutions can produce, reinforce, or challenge inequality.

Ancient History

- **AH.08** Describe the origins and central features of Judaism and its distinctions from other early religious traditions: • Key Person(s): Abraham, Moses • Sacred Texts: The Tanakh (Hebrew Bible) • Basic Beliefs: monotheism, Ten Commandments, emphasis on individual worth and personal responsibility
- **AH.09** Describe the diffusion of Judaism, and analyze its religious, social, and legal contributions.

World History & Geography

- **W.17** Define nationalism, and explain how nationalism, cultural geography, and physical geography contributed to the unification of nations, such as Germany and Italy.
- **W.18** Describe the rise of anti-Semitism in Europe during this time period
- **W.19** Define imperialism, and analyze reasons for 19th century imperialism, including: competition between empires, cultural justifications, and the search for natural resources and new markets in response to rapid industrialization.
- **W.30** Explain how the rise of militarism, alliances, imperialist rivalries, and growing nationalism led to the outbreak of World War I. ● **W.31** Describe how trench warfare, the resulting stalemate, war of attrition, and advances in weaponry affected the course and outcome of World War I. ● **W.34** Define total war, and describe its effect on European civilian populations, including: Food shortages, Naval/submarine blockades, Women as war worker
- **W.35** Describe the effects of World War I, including the significance of: • Armenian Genocide • Loss of human life • Collapse of major empires • Movement of populations • Economic losses • Spread of disease • Environmental changes
- **W.36** Compare the goals of leading nations at the Paris Peace Conference with the outcomes of the Treaty of Versailles and its impact on Germany.
- **W.37** Analyze the shifts in geopolitical boundaries post-World War I resulting from the Treaty of Versailles and the League of Nations mandate system.
- **W.39** Analyze the cultural, economic, and intellectual trends of the 1920s.
- **W.41** Explain how economic instability, nationalism, and political disillusionment in Germany and Japan led to the rise of totalitarian regimes.
- **W.42** Compare and contrast the rise to power, goals, and characteristics of Adolf Hitler, Benito Mussolini, and Joseph Stalin's totalitarian regimes.

Contemporary Issues

- **CI.02** Locate world regions, and explain how location affects events (e.g., climate, place, resources, globalization, urbanization, cultural diffusion).
- **CI.08** Analyze how causal factors (e.g., cultural differences, boundary disputes, imperialism, and religious conflicts) fostered past and current conflicts
- **CI.11** Analyze the lasting impact of history on contemporary issues (e.g., Treaty of Versailles, Cold War, ethnic cleansing, urbanization, human rights, immigration, modern medicine).
- **CI.14** Examine factors that influence elections, such as political ideologies, media technologies, social media, societal movements, and other factors.
- **CI.23** Analyze types, patterns, and attitudes regarding discrimination.

World Geography

- **WG.06** Read and interpret maps and globes using cardinal directions, latitude and longitude, legends, map scale, and title.
- **WG.11** Use geographic knowledge, skills, and perspectives to analyze problems and make decisions.

United States History and Geography

- **US.24** Explain the reasons for American entry into World War I, including: the use of unrestricted submarine warfare, the Zimmerman Telegram, the defense of democracy, and economic motivations.
- **US.25** Identify and explain the impact of the following on World War I (T.C.A. § 49-6-1006): • Trench warfare • Use of new weapons and technology
- **US.26** Analyze the political, economic, and social ramifications of World War I on the home front, including: • Role played by women and minorities
- **US.45** Explain the rise and spread of fascism, communism, and totalitarianism internationally.

United States Government and Civics

- **GC.09** Define the concepts of democracy and republic, and examine the relationship between the two.

Economics

- **E.28** Describe potential factors that influence the earnings of workers.
- **E.41** Identify the different causes of inflation, and analyze inflation's impact.