

**GMSD Board Business Meeting**  
**October 28, 2025 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. Approval of the 2025 Local Education Agency Compliance Report
  - 8.C. Approval of the 25-26 TISA Accountability Report
  - 8.D. Modification of Land Use Agreement
9. Announcements
10. Adjournment

Germantown Municipal School District  
**BALANCE SHEET**  
**All Funds**  
As of Month Ending September 30, 2025

	GENERAL FUND 141	FEDERAL FUND 142	SCHOOL NUTRITION FUND 143	CAPITAL IMPROV FUND 177	OPEB TRUST FUND 210	FIXED ASSETS FUND 220	HEALTH INS FUND 263	Total
<b>ASSETS</b>								
Cash and Cash Equivalents	(101,655.96)	(199,725.02)	1,742,729.55	1,985,798.69	124,044.98	-	(266,794.27)	3,284,397.97
Investments - LGIP	16,847,688.03	-	-	-	6,216,587.98	-	-	23,064,276.01
Investments - Mutual Funds	-	-	-	-	-	-	-	-
Cash Clearing - School Activity	5,000.00	-	-	-	-	-	-	5,000.00
CDARS - First Horizon	-	-	-	-	-	-	-	-
Accrued Interest	-	-	-	-	2,230.82	-	-	2,230.82
Accounts Receivable	-	-	-	-	-	-	-	-
Due from Other Govts	-	204,205.64	57,886.02	-	-	-	-	262,091.66
Due from City	-	-	-	-	-	-	-	-
Due from Schools	-	-	-	-	-	-	-	-
Due from Other Funds	10,848.60	-	-	-	-	-	-	10,848.60
Restricted Investments - SRT	1,550,012.00	-	-	-	-	-	-	1,550,012.00
Prepaid Expenses	20,336.31	-	-	-	-	-	-	20,336.31
Fixed Assets:	-	-	-	-	-	-	-	-
Land	-	-	-	-	-	6,377,894.00	-	6,377,894.00
Land Improvements	-	-	-	-	-	1,970,270.25	-	1,970,270.25
Buildings	-	-	-	-	-	135,337,576.09	-	135,337,576.09
Improvements	-	-	-	-	-	8,581,712.29	-	8,581,712.29
Equipment	-	-	-	-	-	21,451,705.25	-	21,451,705.25
Construction-in-Progress	-	-	-	-	-	3,360,803.47	-	3,360,803.47
Accumulated Depreciation	-	-	-	-	-	(41,084,153.75)	-	(41,084,153.75)
<b>ASSETS TOTAL</b>	<b>18,332,228.98</b>	<b>4,480.62</b>	<b>1,800,615.57</b>	<b>1,985,798.69</b>	<b>6,342,863.78</b>	<b>135,995,807.60</b>	<b>(266,794.27)</b>	<b>164,195,000.97</b>
<b>LIABILITIES</b>								
Accounts Payable	71,920.11	4,480.62	223,680.36	-	-	-	407.00	300,488.09
Accrued Expenses	37,465.73	-	-	-	-	-	184,246.00	221,711.73
Due to the City of Germantown	-	-	-	-	-	-	-	-
Due to Schools	-	-	-	-	-	-	-	-
Due to Other Funds	-	-	-	-	-	-	-	-
Unearned Revenue	-	-	359,784.11	-	-	-	-	359,784.11
<b>LIABILITIES TOTAL</b>	<b>109,385.84</b>	<b>4,480.62</b>	<b>583,464.47</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>184,653.00</b>	<b>881,983.93</b>
<b>FUND BALANCE</b>								
Change in Fund Balance	(6,175,721.33)	-	(15,936.10)	(932,954.91)	269,528.41	38,173.04	(1,051,532.48)	(7,868,443.37)
Beginning Fund Balance	24,398,564.47	-	1,233,087.20	2,918,753.60	6,073,335.37	135,957,634.56	600,085.21	171,181,460.41
Ending Fund Balance	18,222,843.14	-	1,217,151.10	1,985,798.69	6,342,863.78	135,995,807.60	(451,447.27)	163,313,017.04
<b>LIABILITIES AND FUND BALANCE TOTAL</b>	<b>18,332,228.98</b>	<b>4,480.62</b>	<b>1,800,615.57</b>	<b>1,985,798.69</b>	<b>6,342,863.78</b>	<b>135,995,807.60</b>	<b>(266,794.27)</b>	<b>164,195,000.97</b>
<b>VARIANCE</b>	<b>-</b>	<b>0.00</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**SCHOOL OPERATING FUND**  
 As of Month Ending September 30, 2025

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>GENERAL FUND REVENUES - FUND 141</b>					
<b>TISA REVENUE</b>	39,015,016.00	3,866,273.30	7,732,546.60	(31,282,469.40)	19.82%
<b>SHELBY COUNTY GOVERNMENT</b>					
Property Taxes	17,227,053.00	227,782.06	234,042.77	(16,993,010.23)	1.36%
Sales Tax	10,200,016.00	870,189.37	870,189.37	(9,329,826.63)	8.53%
Wheel Tax	1,403,882.00	-	-	(1,403,882.00)	0.00%
Mixed Drink Tax		173.79	365.75	365.75	#DIV/0!
<b>CITY OF GERMANTOWN</b>					
Maintenance of Effort	3,082,064.00	256,838.67	770,516.01	(2,311,547.99)	25.00%
PEG Funding	97,500.00	-	-	(97,500.00)	0.00%
Mixed Drink Tax	252,000.00	-	-	(252,000.00)	0.00%
<b>OTHER LOCAL REVENUE</b>					
TUITION	1,241,000.00	68,695.68	259,210.09	(981,789.91)	20.89%
OTHER STATE REVENUE	385,057.00	3,657.00	193,421.00	(191,636.00)	50.23%
OTHER STATE REVENUE	3,133,937.20	21,460.96	1,059,561.16	(2,074,376.04)	33.81%
TRANSFERS - INDIRECT COSTS	70,000.00	-	-	(70,000.00)	0.00%
RESERVES	4,039,856.81	-	-	(4,039,856.81)	0.00%
<b>TOTAL GENERAL FUND REVENUES</b>	<b>80,147,382.01</b>	<b>5,315,070.83</b>	<b>11,119,852.75</b>	<b>(69,027,529.26)</b>	<b>13.87%</b>

<b>GENERAL FUND EXPENDITURES - FUND 141</b>					
	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>71100 REGULAR INSTRUCTION</b>					
Salaries & Wages	27,295,587.00	2,122,526.23	4,876,111.81	(22,419,475.19)	17.86%
Benefits	6,453,156.60	515,857.66	1,829,191.01	(4,623,965.59)	28.35%
Contract w/Priv. Agencies	225,000.00	-	-	(225,000.00)	0.00%
Maint & Rep - Equipment	12,000.00	-	2,375.00	(9,625.00)	19.79%
Travel	2,500.00	235.76	235.76	(2,264.24)	9.43%
Other Contract Svcs	1,015,165.00	67,944.54	146,686.19	(868,478.81)	14.45%
Inst. Supplies	373,200.00	3,161.29	85,607.56	(287,592.44)	22.94%
Textbooks	1,194,286.16	15,233.00	557,849.20	(636,436.96)	46.71%
Software	415,000.00	46,567.60	335,436.55	(79,563.45)	80.83%
Other Supplies	176,500.00	31,783.63	149,103.64	(27,396.36)	84.48%
Inservice/Staff Dev.	130,000.00	75,320.00	90,408.15	(39,591.85)	69.54%
Other Charges	29,384.00	1,051.95	17,745.89	(11,638.11)	60.39%
Equipment	1,071,704.11	10,213.05	56,208.49	(1,015,495.62)	5.24%
<b>TOTAL REGULAR INSTRUCTION</b>	<b>38,393,482.87</b>	<b>2,889,894.71</b>	<b>8,146,959.25</b>	<b>(30,246,523.62)</b>	<b>21.22%</b>
<b>71150 ALTERNATIVE EDUCATION</b>					
Salaries & Wages	276,300.00	22,425.56	51,781.45	(224,518.55)	18.74%
Benefits	64,674.80	5,302.72	10,651.00	(54,023.80)	16.47%
Inst. Supplies	1,000.00	-	-	(1,000.00)	0.00%
Equipment	1,000.00	-	-	(1,000.00)	0.00%
<b>TOTAL ALTERNATIVE EDUCATION</b>	<b>342,974.80</b>	<b>27,728.28</b>	<b>62,432.45</b>	<b>(280,542.35)</b>	<b>18.20%</b>
<b>71200 SPECIAL EDUCATION INSTRUCTION</b>					
Salaries & Wages	5,425,740.00	424,095.83	920,457.14	(4,505,282.86)	16.96%
Benefits	1,247,759.40	117,827.08	221,782.98	(1,025,976.42)	17.77%
Contract w/Priv. Agencies	40,900.00	415.00	415.00	(40,485.00)	1.01%
Contracts for Sub Teachers	1,000.00	-	-	(1,000.00)	0.00%
Noncertified Subs	1,800.00	1,774.87	1,774.87	(25.13)	98.60%
Other Contract Svcs	10,000.00	-	866.25	(9,133.75)	8.66%
Inst. Supplies	28,900.00	2,161.20	19,561.20	(9,338.80)	67.69%
Equipment	12,000.00	1,667.97	3,219.97	(8,780.03)	26.83%
<b>TOTAL SPECIAL EDUCATION INSTRUCTION</b>	<b>6,768,099.40</b>	<b>547,941.95</b>	<b>1,168,077.41</b>	<b>(5,600,021.99)</b>	<b>17.26%</b>
<b>71300 CAREER &amp; TECHNICAL EDUCATION</b>					
Salaries & Wages	1,200,488.00	91,321.74	212,643.48	(987,844.52)	17.71%
Benefits	292,292.60	22,577.50	46,229.62	(246,062.98)	15.82%
Maintenance & Repairs	1,000.00	-	-	(1,000.00)	0.00%
Inst. Supplies	22,000.00	1,600.00	13,150.00	(8,850.00)	59.77%
Software	10,000.00	-	-	(10,000.00)	0.00%
Other Supplies	10,000.00	-	-	(10,000.00)	0.00%
Other Charges	259,880.00	-	-	(259,880.00)	0.00%
Equipment	631,304.00	-	-	(631,304.00)	0.00%
<b>TOTAL CAREER &amp; TECHNICAL EDUCATION</b>	<b>2,426,964.60</b>	<b>115,499.24</b>	<b>272,023.10</b>	<b>(2,154,941.50)</b>	<b>11.21%</b>

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**SCHOOL OPERATING FUND**  
 As of Month Ending September 30, 2025

<b>72110 ATTENDANCE &amp; PLANNING</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	697,357.00	57,815.66	153,344.88	(544,012.12)	21.99%
Benefits	161,036.00	11,913.02	28,870.33	(132,165.67)	17.93%
Travel	850.00	86.80	86.80	(763.20)	10.21%
Other Contract Svcs.	45,000.00	-	40,000.00	(5,000.00)	0.00%
Other Supplies	5,000.00	-	1,309.50	(3,690.50)	26.19%
Inservice/Staff Dev.	26,700.00	1,327.44	3,160.42	(23,539.58)	11.84%
Other Charges	37,000.00	272.15	272.15	(36,727.85)	0.74%
<b>TOTAL ATTENDANCE &amp; PLANNING</b>	<b>972,943.00</b>	<b>71,415.07</b>	<b>227,044.08</b>	<b>(745,898.92)</b>	<b>23.34%</b>
<b>72120 HEALTH SERVICES</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	599,965.00	49,205.50	105,406.94	(494,558.06)	17.57%
Benefits	170,738.00	13,302.04	24,322.87	(146,415.13)	14.25%
Other Contract Svcs.	1,000.00	-	500.00	(500.00)	50.00%
Other Supplies	12,500.00	-	3,428.58	(9,071.42)	27.43%
Inservice/Staff Dev.	7,500.00	278.49	278.49	(7,221.51)	3.71%
Other Charges	7,500.00	263.39	1,192.47	(6,307.53)	15.90%
Equipment	8,250.00	379.61	379.61	(7,870.39)	4.60%
<b>TOTAL HEALTH SERVICES</b>	<b>807,453.00</b>	<b>63,429.03</b>	<b>135,508.96</b>	<b>(671,944.04)</b>	<b>16.78%</b>
<b>72130 OTHER STUDENT SUPPORT/GUIDANCE</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	1,579,067.00	123,624.50	295,060.17	(1,284,006.83)	18.69%
Benefits	332,558.00	29,820.59	60,915.37	(271,642.63)	18.32%
Travel	500.00	44.03	44.03	(455.97)	8.81%
Other Contract Svcs.	46,000.00	-	-	(46,000.00)	0.00%
Other Supplies	25,300.00	-	-	(25,300.00)	0.00%
Inservice/Staff Dev.	63,869.00	-	-	(63,869.00)	0.00%
Other Charges	70,000.00	13,993.00	68,816.50	(1,183.50)	98.31%
Other Equipment	99,255.00	23,882.00	23,882.00	(75,373.00)	24.06%
<b>TOTAL OTHER STUDENT SUPPORT/GUIDANCE</b>	<b>2,216,549.00</b>	<b>191,364.12</b>	<b>448,718.07</b>	<b>(1,767,830.93)</b>	<b>20.24%</b>
<b>72210 REGULAR INSTRUCTION SUPPORT</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	2,606,951.00	198,771.74	564,202.46	(2,042,748.54)	21.64%
Benefits	541,419.40	46,661.34	109,234.37	(432,185.03)	20.18%
Consultants	30,000.00	1,500.00	1,500.00	(28,500.00)	5.00%
Travel	2,500.00	383.74	509.04	(1,990.96)	20.36%
Library Books/Media	53,400.00	7,263.00	53,400.00	0.00	100.00%
Other Supplies	13,610.98	2,699.55	3,375.96	(10,235.02)	24.80%
Inservice/Staff Dev.	52,000.00	371.95	6,024.83	(45,975.17)	11.59%
Other Charges	5,000.00	(199.70)	620.19	(4,379.81)	12.40%
Other Equipment	6,013.47	7.49	940.63	(5,072.84)	15.64%
<b>TOTAL REGULAR EDUCATION SUPPORT</b>	<b>3,310,894.85</b>	<b>257,459.11</b>	<b>739,807.48</b>	<b>(2,571,087.37)</b>	<b>22.34%</b>
<b>72220 SPECIAL EDUCATION SUPPORT</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	1,925,157.00	159,171.82	388,635.62	(1,536,521.38)	20.19%
Benefits	452,073.40	36,136.44	77,109.10	(374,964.30)	17.06%
Contract w/Priv. Agencies	11,000.00	813.20	1,821.20	(9,178.80)	16.56%
Evaluation & Testing	15,868.00	2,250.00	2,250.00	(13,618.00)	14.18%
Travel	7,500.00	169.89	169.89	(7,330.11)	2.27%
Other Supplies	7,000.00	818.69	1,359.75	(5,640.25)	19.43%
Inservice/Staff Dev.	22,000.00	10,268.25	14,717.16	(7,282.84)	66.90%
Other Charges	1,500.00	5.49	182.09	(1,317.91)	12.14%
<b>TOTAL SPECIAL EDUCATION SUPPORT</b>	<b>2,442,098.40</b>	<b>209,633.78</b>	<b>486,244.81</b>	<b>(1,955,853.59)</b>	<b>19.91%</b>
<b>72230 CAREER &amp; TECHNICAL SUPPORT</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Director/ Supervisor	22,092.00	5,523.07	6,420.34	(15,671.66)	29.06%
Benefits	5,665.00	1,253.46	1,402.85	(4,262.15)	24.76%
Other Supplies	1,953.00	-	-	(1,953.00)	0.00%
Inservice/Staff Dev.	4,000.00	-	-	(4,000.00)	0.00%
<b>TOTAL CAREER &amp; TECHNICAL SUPPORT</b>	<b>33,710.00</b>	<b>6,776.53</b>	<b>7,823.19</b>	<b>(25,886.81)</b>	<b>23.21%</b>

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**SCHOOL OPERATING FUND**  
 As of Month Ending September 30, 2025

<b>72250 TECHNOLOGY</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	899,336.00	72,605.58	218,905.77	(680,430.23)	24.34%
Benefits	263,093.00	18,216.86	45,450.82	(217,642.18)	17.28%
Communications	93,400.00	5,124.35	10,967.46	(82,432.54)	11.74%
Consultants	13,500.00	-	4,000.00	(9,500.00)	29.63%
Maintenance & Repairs	62,805.25	406.00	4,896.00	(57,909.25)	7.80%
Internet Connectivity	280,857.00	15,651.20	31,302.40	(249,554.60)	11.15%
Travel	2,000.00	104.02	190.75	(1,809.25)	9.54%
Other Contract Svcs.	70,000.00	-	-	(70,000.00)	0.00%
Office Supplies	500.00	-	-	(500.00)	0.00%
Cabling	22,143.00	1,400.00	2,042.83	(20,100.17)	9.23%
Software	612,901.24	6,716.00	490,089.09	(122,812.15)	79.96%
Other Supplies	27,769.00	-	188.95	(27,580.05)	0.68%
Inservice/Staff Dev.	3,000.00	-	154.38	(2,845.62)	5.15%
Other Charges	33,000.00	-	31,164.00	(1,836.00)	94.44%
Adm Equipment	63,656.00	301.50	6,549.77	(57,106.23)	10.29%
Other Equipment	65,000.00	10,000.00	10,577.75	(54,422.25)	16.27%
<b>TOTAL TECHNOLOGY</b>	<b>2,512,960.49</b>	<b>130,525.51</b>	<b>856,479.97</b>	<b>(1,656,480.52)</b>	<b>34.08%</b>
<b>72310 BOARD OF EDUCATION SERVICES</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	21,500.00	-	-	(21,500.00)	0.00%
Benefits	58,645.00	348.42	2,147.48	(56,497.52)	3.66%
OPEB	500,000.00	-	-	(500,000.00)	0.00%
Audit Services	70,000.00	-	32,600.00	(37,400.00)	46.57%
Dues & Memberships	21,000.00	-	6,000.00	(15,000.00)	28.57%
Legal Services	210,000.00	11,079.00	24,865.50	(185,134.50)	11.84%
Other Supplies	1,000.00	127.88	197.12	(802.88)	19.71%
Liability Insurance	125,000.00	-	93,221.00	(31,779.00)	74.58%
Surety Bond Premium	300.00	-	-	(300.00)	0.00%
Trustee Commissions	474,619.00	13,153.28	13,278.65	(461,340.35)	2.80%
Workers' Compensation	90,000.00	535.85	75,021.58	(14,978.42)	83.36%
Inservice/Staff Dev.	20,000.00	631.40	1,081.40	(18,918.60)	5.41%
<b>TOTAL BOARD OF EDUCATION SERVICES</b>	<b>1,592,064.00</b>	<b>25,875.83</b>	<b>248,412.73</b>	<b>(1,343,651.27)</b>	<b>15.60%</b>
<b>72320 OFFICE OF SUPERINTENDENT</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	476,562.00	37,880.24	114,640.72	(361,921.28)	24.06%
Benefits	115,046.00	9,784.18	24,681.01	(90,364.99)	21.45%
Dues & Memberships	9,500.00	43.90	3,374.75	(6,125.25)	35.52%
Postal Charges	10,000.00	153.00	1,807.68	(8,192.32)	18.08%
Travel	5,000.00	876.80	876.80	(4,123.20)	17.54%
Other Contracted Svcs.	29,600.00	705.85	9,024.40	(20,575.60)	30.49%
Office Supplies	20,000.00	846.01	1,601.99	(18,398.01)	8.01%
Other Supplies	28,250.00	540.97	8,955.26	(19,294.74)	31.70%
Inservice/Staff Dev.	21,200.00	-	7,735.88	(13,464.12)	36.49%
Other Charges	1,000.00	-	46.41	(953.59)	4.64%
<b>TOTAL OFFICE OF SUPERINTENDENT</b>	<b>716,158.00</b>	<b>50,830.95</b>	<b>172,744.90</b>	<b>(543,413.10)</b>	<b>24.12%</b>
<b>72410 OFFICE OF PRINCIPAL</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	3,857,770.00	336,004.29	800,527.51	(3,057,242.49)	20.75%
Benefits	877,670.00	75,956.76	155,920.67	(721,749.33)	17.77%
Other Supplies	147,001.00	24,602.00	147,001.00	0.00	100.00%
Inservice/Staff Dev.	12,000.00	50.43	970.43	(11,029.57)	8.09%
Other Charges	16,500.00	2,075.00	16,175.00	(325.00)	98.03%
<b>TOTAL OFFICE OF PRINCIPAL</b>	<b>4,910,941.00</b>	<b>438,688.48</b>	<b>1,120,594.61</b>	<b>(3,790,346.39)</b>	<b>22.82%</b>

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<b>72510 FISCAL SERVICES</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	478,479.00	32,505.27	103,499.20	(374,979.80)	21.63%
Benefits	128,935.00	7,785.28	20,759.69	(108,175.31)	16.10%
Dues & Memberships	700.00	-	-	(700.00)	0.00%
Travel	600.00	117.04	117.04	(482.96)	19.51%
Other Contract Svcs.	10,000.00	-	1,050.00	(8,950.00)	10.50%
Office Supplies	5,000.00	48.53	296.01	(4,703.99)	5.92%
Software	88,000.00	3,840.41	50,535.83	(37,464.17)	57.43%
Inservice/Staff Dev.	6,000.00	-	199.00	(5,801.00)	3.32%
Other Charges	17,250.00	42.43	189.96	(17,060.04)	1.10%
Other Equipment	1,500.00	-	-	(1,500.00)	0.00%
<b>TOTAL FISCAL SERVICES</b>	<b>736,464.00</b>	<b>44,338.96</b>	<b>176,646.73</b>	<b>(559,817.27)</b>	<b>23.99%</b>
<b>72520 HUMAN RESOURCES</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	453,208.00	34,437.27	102,656.78	(350,551.22)	22.65%
Benefits	104,344.00	7,324.92	19,039.30	(85,304.70)	18.25%
Dues & Memberships	899.00	-	-	(899.00)	0.00%
Travel	100.00	-	-	(100.00)	0.00%
Other Contract Svcs.	7,547.00	-	7,546.50	(0.50)	99.99%
Office Supplies	2,000.00	-	-	(2,000.00)	0.00%
Software	24,832.00	-	21,625.14	(3,206.86)	87.09%
Other Supplies	1,200.00	-	13.46	(1,186.54)	1.12%
Inservice/Staff Dev.	40,815.00	3,127.79	15,482.32	(25,332.68)	37.93%
Other Charges	11,040.00	1,125.00	1,545.00	(9,495.00)	13.99%
<b>TOTAL HUMAN RESOURCES</b>	<b>645,985.00</b>	<b>46,014.98</b>	<b>167,908.50</b>	<b>(478,076.50)</b>	<b>25.99%</b>
<b>72610 OPERATION OF PLANT</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	633,927.00	49,530.71	148,105.92	(485,821.08)	23.36%
Benefits	193,072.00	14,360.77	34,164.03	(158,907.97)	17.69%
Janitorial Services	1,450,000.00	118,417.24	237,200.48	(1,212,799.52)	16.36%
Other Contract Svcs.	150,000.00	9,149.67	22,270.94	(127,729.06)	14.85%
Utilities	1,250,000.00	188,535.57	338,958.04	(911,041.96)	27.12%
Property Insurance	425,000.00	-	404,711.00	(20,289.00)	95.23%
Other Charges	50,000.00	4,361.00	16,787.90	(33,212.10)	33.58%
Equipment	5,000.00	-	-	(5,000.00)	0.00%
<b>TOTAL OPERATION OF PLANT</b>	<b>4,156,999.00</b>	<b>384,354.96</b>	<b>1,202,198.31</b>	<b>(2,954,800.69)</b>	<b>28.92%</b>
<b>72620 MAINTENANCE OF PLANT</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	624,870.00	51,093.36	153,280.08	(471,589.92)	24.53%
Benefits	158,442.00	12,367.12	30,487.82	(127,954.18)	19.24%
Maintenance & Repairs	1,007,182.24	68,171.06	227,560.51	(779,621.73)	22.59%
Travel	25,000.00	459.85	3,644.97	(21,355.03)	14.58%
Other Contract Svcs.	10,000.00	-	7,669.62	(2,330.38)	76.70%
Office Supplies	1,000.00	25.97	44.17	(955.83)	4.42%
Inservice/Staff Dev.	10,000.00	140.95	140.95	(9,859.05)	1.41%
<b>TOTAL MAINTENANCE OF PLANT</b>	<b>1,836,494.24</b>	<b>132,258.31</b>	<b>422,828.12</b>	<b>(1,413,666.12)</b>	<b>23.02%</b>
<b>72710 TRANSPORTATION</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Contracts w/Other Schools	82,891.00	6,908.00	20,724.00	(62,167.00)	25.00%
Contracts w/Private Agencies	1,900,000.00	175,989.12	175,989.12	(1,724,010.88)	9.26%
Diesel	200,000.00	15,762.86	15,762.86	(184,237.14)	7.88%
<b>TOTAL TRANSPORTATION</b>	<b>2,182,891.00</b>	<b>198,659.98</b>	<b>212,475.98</b>	<b>(1,970,415.02)</b>	<b>9.73%</b>
<b>72830 SCHOOL SAFETY</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
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.	10,000.00	-	(1,002.72)	(11,002.72)	-10.03%
Other Charges	30,950.00	(10,932.00)	6,450.00	(24,500.00)	20.84%
Other Equipment	55,000.00	-	-	(55,000.00)	0.00%
<b>TOTAL SCHOOL SAFETY</b>	<b>99,700.00</b>	<b>(10,932.00)</b>	<b>5,447.28</b>	<b>(94,252.72)</b>	<b>5.46%</b>

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76100 REGULAR CAPITAL OUTLAY	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Architects	268,416.74	48,094.95	95,148.32	(173,268.42)	35.45%
Oth Contracted Services	194,702.00	-	-	(194,702.00)	0.00%
Transfer to Other Funds	528,158.00	-	285,283.75	(242,874.25)	54.01%
Building Construction	366,898.00	10,244.80	38,418.00	(328,480.00)	10.47%
Building Improvements	950,242.78	69,531.74	530,573.94	(419,668.84)	55.84%
Other Capital Outlay	733,137.84	18,120.96	65,774.14	(667,363.70)	8.97%
<b>TOTAL REGULAR CAPITAL OUTLAY</b>	<b>3,041,555.36</b>	<b>145,992.45</b>	<b>1,015,198.15</b>	<b>(2,026,357.21)</b>	<b>33.38%</b>
<b>TRANSFERS TO CAFETERIA FUND</b>	0.00	-	-	0.00	0.00%
<b>TOTAL GENERAL FUND EXPENDITURES</b>	<b>80,147,382.01</b>	<b>5,967,750.23</b>	<b>17,295,574.08</b>	<b>(62,851,807.93)</b>	<b>21.58%</b>
<b>TOTAL GENERAL FUND BALANCE</b>	<b>0.00</b>	<b>(652,679.40)</b>	<b>(6,175,721.33)</b>		

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	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>FEDERAL FUND REVENUES - FUND 142</b>					
Consolidated Admin	78,700.00	6,133.06	16,773.25	(61,926.75)	21.31%
Title I, Part A	1,205,426.00	50,389.51	84,344.52	(1,121,081.48)	7.00%
Title II, Part A	165,878.00	15,500.00	23,429.58	(142,448.42)	14.12%
Title III	27,367.00	7,408.94	7,408.94	(19,958.06)	27.07%
Title IV	133,843.00	6,725.10	10,986.32	(122,856.68)	8.21%
CTE Perkins Basic	63,761.00	11,076.25	35,345.85	(28,415.15)	55.43%
IDEA, Part B	2,582,511.00	93,563.47	159,102.34	(2,423,408.66)	6.16%
IDEA Preschool	27,508.00	5,079.98	6,628.63	(20,879.37)	24.10%
<b>TOTAL FEDERAL FUND REVENUES</b>	<b>4,284,994.00</b>	<b>195,876.31</b>	<b>344,019.43</b>	<b>(3,940,974.57)</b>	<b>8.03%</b>

<b>FEDERAL FUND EXPENDITURES - FUND 142</b>					
	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>CONSOLIDATED ADM - 010</b>					
Salaries & Wages	55,235.00	4,602.58	13,807.74	(41,427.26)	25.00%
Benefits	12,304.00	1,017.08	2,452.11	(9,851.89)	19.93%
Other Supplies & Materials	300.00	-	-	(300.00)	0.00%
Indirect Costs	2,000.00	-	-	(2,000.00)	0.00%
Inservice/Staff Dev.	8,861.00	513.40	513.40	(8,347.60)	5.79%
<b>TOTAL CONSOLIDATED ADM</b>	<b>78,700.00</b>	<b>6,133.06</b>	<b>16,773.25</b>	<b>(61,926.75)</b>	<b>21.31%</b>

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>TITLE I, PART A - 100</b>					
Salaries & Wages	456,197.00	26,043.04	46,206.64	(409,990.36)	10.13%
Benefits	112,116.00	6,269.77	10,608.11	(101,507.89)	9.46%
Travel/Mileage	4,000.00	-	-	(4,000.00)	0.00%
Contracts for Sub Teachers	36,900.00	-	-	(36,900.00)	0.00%
Other Contract Svcs.	45,000.00	-	-	(45,000.00)	0.00%
Inst. Supplies	143,151.00	18,076.70	18,076.70	(125,074.30)	12.63%
Software	4,200.00	-	-	(4,200.00)	0.00%
Other Supplies & Materials	4,600.00	-	-	(4,600.00)	0.00%
Indirect costs	39,000.00	-	-	(39,000.00)	0.00%
Inservice/Staff Dev.	236,092.00	-	9,453.07	(226,638.93)	4.00%
Other Charges	5,829.00	-	-	(5,829.00)	0.00%
Regular Instruction Equipment	110,341.00	-	-	(110,341.00)	0.00%
Other Equipment	8,000.00	-	-	(8,000.00)	0.00%
<b>TOTAL TITLE I, PART A</b>	<b>1,205,426.00</b>	<b>50,389.51</b>	<b>84,344.52</b>	<b>(1,121,081.48)</b>	<b>7.00%</b>

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>TITLE II, PART A - 200</b>					
Salaries & Wages	51,660.00	11,046.24	11,046.24	(40,613.76)	21.38%
Benefits	11,348.00	1,958.76	1,958.76	(9,389.24)	17.26%
Contracts for Sub Teachers	5,160.00	-	-	(5,160.00)	0.00%
Indirect Costs	6,000.00	-	-	(6,000.00)	0.00%
Inservice/Staff Dev.	91,710.00	2,495.00	10,424.58	(81,285.42)	11.37%
<b>TOTAL TITLE II, PART A</b>	<b>165,878.00</b>	<b>15,500.00</b>	<b>23,429.58</b>	<b>(142,448.42)</b>	<b>14.12%</b>

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>TITLE III - 300</b>					
Instructional Supplies & Materials	15,000.00	7,408.94	7,408.94	(7,591.06)	49.39%
Other Supplies & Materials	300.00	-	-	(300.00)	0.00%
Inservice/Staff Dev.	12,067.00	-	-	(12,067.00)	0.00%
<b>TOTAL TITLE III</b>	<b>27,367.00</b>	<b>7,408.94</b>	<b>7,408.94</b>	<b>(19,958.06)</b>	<b>27.07%</b>

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>TITLE IV - 440</b>					
Contracts for Sub Teachers	4,515.00	-	-	(4,515.00)	0.00%
Other Contract Svcs.	15,000.00	-	-	(15,000.00)	0.00%
Instructional Supplies & Materials	14,000.00	5,153.10	8,809.32	(5,190.68)	62.92%
Software	20,000.00	-	-	(20,000.00)	0.00%
Other Supplies & Materials	23,670.00	1,000.00	1,000.00	(22,670.00)	4.22%
Inservice/Staff Dev.	46,851.00	572.00	1,177.00	(45,674.00)	2.51%
Other Charges	2,000.00	-	-	(2,000.00)	0.00%
Reg Instructional Equipment	7,807.00	-	-	(7,807.00)	0.00%
<b>TOTAL TITLE IV</b>	<b>133,843.00</b>	<b>6,725.10</b>	<b>10,986.32</b>	<b>(120,856.68)</b>	<b>8.21%</b>

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<b>CTE PERKINS BASIC - 800</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Contracts w/ Vehicle Owners	6,400.00	-	-	(6,400.00)	0.00%
Contracts for Sub Teachers	6,100.00	-	193.50	(5,906.50)	3.17%
Instructional Supplies & Materials	500.00	-	-	(500.00)	0.00%
Software	28,000.00	4,632.00	27,465.00	(535.00)	98.09%
Other Supplies	8,918.00	6,299.00	6,299.00	(2,619.00)	70.63%
Inservice/Staff Dev.	13,843.00	145.25	1,388.35	(12,454.65)	10.03%
<b>TOTAL CTE PERKINS BASIC</b>	<b>63,761.00</b>	<b>11,076.25</b>	<b>35,345.85</b>	<b>(28,415.15)</b>	<b>55.43%</b>
<b>IDEA, PART B - 900</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Salaries & Wages	826,000.00	71,654.64	122,127.21	(703,872.79)	14.79%
Benefits	342,804.00	19,498.97	31,458.34	(311,345.66)	9.18%
Contracts W/Private Agencies	102,159.00	-	-	(102,159.00)	0.00%
Evaluation & Testing	45,000.00	-	-	(45,000.00)	0.00%
Maintenance & Repairs-Vehicles	3,000.00	-	-	(3,000.00)	0.00%
Contracts for Sub Teachers	12,000.00	1,806.00	1,806.00	(10,194.00)	15.05%
Noncertified Subs	15,000.00	500.00	500.00	(14,500.00)	3.33%
Other Contract Svcs.	40,000.00	-	-	(40,000.00)	0.00%
Fuel	4,000.00	-	-	(4,000.00)	0.00%
Instr. Supplies	215,000.00	-	-	(215,000.00)	0.00%
Other Supplies	163,000.00	-	-	(163,000.00)	0.00%
Indirect costs	20,000.00	-	-	(20,000.00)	0.00%
Vehicle Insurance	1,000.00	-	252.43	(747.57)	25.24%
Inservice/Staff Dev.	153,948.00	-	284.50	(153,663.50)	0.18%
Other Charges	39,600.00	-	2,570.00	(37,030.00)	6.49%
Special Education Equipment	100,000.00	103.86	103.86	(99,896.14)	0.10%
Other Equipment	500,000.00	-	-	(500,000.00)	0.00%
<b>TOTAL IDEA, PART B</b>	<b>2,582,511.00</b>	<b>93,563.47</b>	<b>159,102.34</b>	<b>(2,423,408.66)</b>	<b>6.16%</b>
<b>IDEA PRESCHOOL - 910</b>	<b>2025-26 FYTD Revised Bdgt</b>	<b>September 2025 Monthly Activity</b>	<b>2025-26 FYTD Activity</b>	<b>Unexpended Balance</b>	<b>2025-26 FYTD %</b>
Other Contract Svcs.	13,651.00	4,840.00	6,256.25	(7,394.75)	45.83%
Instr. Supplies	3,903.00	239.98	239.98	(3,663.02)	6.15%
Indirect Costs	877.00	-	-	(877.00)	0.00%
Inservice/Staff Dev.	5,774.00	-	132.40	(5,641.60)	2.29%
Special Education Equipment	3,303.00	-	-	(3,303.00)	0.00%
<b>TOTAL IDEA PRESCHOOL</b>	<b>27,508.00</b>	<b>5,079.98</b>	<b>6,628.63</b>	<b>(20,879.37)</b>	<b>24.10%</b>
<b>TOTAL FEDERAL FUND EXPENDITURES</b>	<b>4,284,994.00</b>	<b>195,876.31</b>	<b>344,019.43</b>	<b>(3,940,974.57)</b>	<b>8.03%</b>
<b>TOTAL FEDERAL FUND BALANCE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>SCHOOL NUTRITION FUND REVENUES - FUND 143</b>					
Lunch, Breakfast, A la Carte Sales	1,561,259.00	206,716.30	365,207.35	(1,196,051.65)	23.39%
State Matching Funds	-	-	-	-	0.00%
USDA School Lunch	534,604.00	51,489.30	91,454.20	(443,149.80)	17.11%
USDA Breakfast	45,650.00	6,396.72	10,836.40	(34,813.60)	23.74%
USDA Other	-	-	-	-	0.00%
Other State Funds	-	-	-	-	0.00%
Other Federal Thru State Funds	60,729.00	-	-	(60,729.00)	0.00%
Other Revenue	7,296.00	-	1,175.00	(6,121.00)	16.10%
<b>RESERVES</b>				-	0.00%
<b>TOTAL SCHOOL NUTRITION FUND REVENUES</b>	<b>2,209,538.00</b>	<b>264,602.32</b>	<b>468,672.95</b>	<b>(1,740,865.05)</b>	<b>21.21%</b>
<b>CONTRACTED EXPENDITURES - FUND 143</b>					
Other Contracted Services - SFE	1,794,994.00	223,680.36	466,297.67	(1,328,696.33)	25.98%
<b>DISTRICT EXPENDITURES - FUND 143</b>					
Maint and Repair - Equipment	40,000.00	1,269.87	9,536.27	(30,463.73)	23.84%
USDA Commodities	138,074.00	-	-	(138,074.00)	0.00%
Other Supplies & Materials	7,000.00	-	749.00	(6,251.00)	10.70%
Inservice/ Staff Development	2,000.00	445.42	445.42	(1,554.58)	22.27%
Equipment	100,000.00	7,484.71	7,580.69	(92,419.31)	7.58%
<b>TOTAL DISTRICT EXPENDITURES</b>	<b>287,074.00</b>	<b>9,200.00</b>	<b>18,311.38</b>	<b>(268,762.62)</b>	<b>6.38%</b>
<b>TOTAL SCHOOL NUTRITION FUND EXPENDITURES</b>	<b>2,082,068.00</b>	<b>232,880.36</b>	<b>484,609.05</b>	<b>(1,597,458.95)</b>	
Excess/(Def) of Revenues over Expenditures	127,470.00	31,721.96	(15,936.10)	(143,406.10)	
Operating Transfer In	-	-	-		
<b>SCHOOL NUTRITION FUND BALANCE</b>	<b>127,470.00</b>	<b>31,721.96</b>	<b>(15,936.10)</b>		

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**CAPITAL PROJECTS FUND**  
As of Ending September 30, 2025

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>CAPITAL IMPROV FUND REVENUES - FUND 177</b>					
County Commission	2,500,000.00	-	-	(2,500,000.00)	0.00%
Transfers from City of Germantown	-	-	-	-	0.00%
Interest Income	-	-	-	-	0.00%
<b>RESERVES</b>	<b>1,450,613.64</b>	-	-	-	0.00%
<b>TOTAL CAPITAL IMPROV REVENUES</b>	<b>3,950,613.64</b>	<b>-</b>	<b>-</b>	<b>(2,500,000.00)</b>	<b>0.00%</b>
<b>CAPITAL IMPROV FUND EXPENDITURES - FUND 177</b>					
Building Improvements	3,950,613.64	932,954.91	932,954.91	(3,017,658.73)	23.62%
<b>TOTAL CAPITAL IMPROV EXPENDITURES</b>	<b>3,950,613.64</b>	<b>932,954.91</b>	<b>932,954.91</b>	<b>(3,017,658.73)</b>	<b>23.62%</b>
<b>CAPITAL IMPROVEMENTS FUND BALANCE</b>	<b>-</b>	<b>(932,954.91)</b>	<b>(932,954.91)</b>		

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**OPEB FUND**  
As of Month Ending September 30, 2025

	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>OPEB TRUST FUND REVENUES - 210</b>					
Employer Contributions	547,000.00	-	-	(547,000.00)	0.00%
Retiree Contributions	96,000.00	-	-	(96,000.00)	0.00%
Interest and Dividend Income	75,000.00	17,521.92	33,549.20	(41,450.80)	44.73%
Realized gain/(loss) on investments	-	-	20,828.17	20,828.17	0.00%
Unrealized gain/(loss) on investments	318,000.00	127,168.14	256,576.03	(61,423.97)	80.68%
Other Income	-	-	-	-	0.00%
<b>TOTAL OPEB TRUST FUND REVENUES</b>	<b>1,036,000.00</b>	<b>144,690.06</b>	<b>310,953.40</b>	<b>(725,046.60)</b>	<b>30.01%</b>
<b>OPEB TRUST FUND EXPENDITURES - 210</b>					
Retiree Stipends	120,000.00	13,350.00	37,800.00	(82,200.00)	31.50%
Medical Claims /Stop Loss Premiums	600,000.00	-	-	(600,000.00)	0.00%
Administrative Expenses	25,000.00	1,208.33	3,624.99	(21,375.01)	14.50%
Insurance Premiums	40,000.00	-	-	(40,000.00)	0.00%
<b>TOTAL OPEB TRUST FUND EXPENDITURES</b>	<b>785,000.00</b>	<b>14,558.33</b>	<b>41,424.99</b>	<b>(743,575.01)</b>	<b>5.28%</b>
<b>OPEB TRUST FUND BALANCE</b>	<b>251,000.00</b>	<b>130,131.73</b>	<b>269,528.41</b>		

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**HEALTH INSURANCE FUND**  
As of Month Ending September 30, 2025

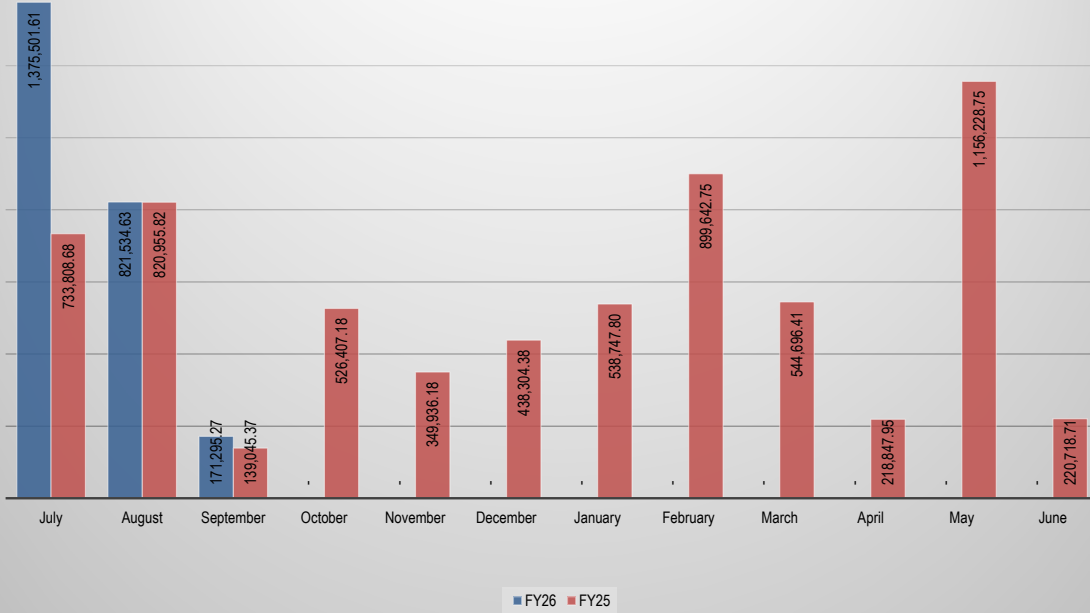
	2025-26 FYTD Revised Bdgt	September 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
<b>HEALTH INS FUND REVENUES - FUND 263</b>					
Employee Contributions	2,203,215.00	222,514.21	338,868.61	(1,864,346.39)	15.38%
Employer Contributions	4,675,360.00	392,970.99	1,395,770.54	(3,279,589.46)	29.85%
Other Income	100,000.00	-	23,613.90	(76,386.10)	23.61%
Interest Income	-	-	-	-	0.00%
<b>RESERVES</b>	<b>1,200,000.00</b>	-	-	(1,200,000.00)	0.00%
<b>TOTAL HEALTH INS FUND REVENUES</b>	<b>8,178,575.00</b>	<b>615,485.20</b>	<b>1,758,253.05</b>	<b>(6,420,321.95)</b>	<b>21.50%</b>
<b>HEALTH INS FUND EXPENDITURES - FUND 263</b>					
Medical Claims	6,226,575.00	171,295.27	2,368,331.51	(3,858,243.49)	38.04%
Stop-Loss Premiums	1,100,000.00	96,036.87	265,209.24	(834,790.76)	24.11%
Administrative Expenses	312,000.00	25,801.03	81,629.07	(230,370.93)	26.16%
Other Contracted Services - Clinic	540,000.00	50,355.70	94,615.71	(445,384.29)	17.52%
<b>TOTAL HEALTH INS FUND EXPENDITURES</b>	<b>8,178,575.00</b>	<b>343,488.87</b>	<b>2,809,785.53</b>	<b>(5,368,789.47)</b>	<b>34.36%</b>
<b>HEALTH INSURANCE FUND BALANCE</b>	<b>-</b>	<b>271,996.33</b>	<b>(1,051,532.48)</b>		

Germantown Municipal School District  
**REVENUE and EXPENSE REPORT**  
**HEALTH INSURANCE FUND**  
 As of Month Ending September 30, 2025

**CASH BASIS HEALTH CLAIMS ANALYSIS**

MONTH	FY 26 Cash Basis Claims	FY 25 Cash Basis Claims	
July	1,375,501.61	733,808.68	
August	821,534.63	820,955.82	
September	171,295.27	139,045.37	
October	-	526,407.18	
November	-	349,936.18	
December	-	438,304.38	
January	-	538,747.80	
February	-	899,642.75	
March	-	544,696.41	
April	-	218,847.95	
May	-	1,156,228.75	
June	-	220,718.71	
Y-T-D	<u>2,368,331.51</u>	<u>6,587,339.98</u>	Monthly Average Budgeted <u>518,881.25</u>

**Analysis of Cash Basis Claims for FY 2025-2026**



### **Financial Report Notes - Month End of September 30,2025**

- Report Total Assets, Liabilities, and Fund Balance for each fund on the Balance Sheet.
- Health Insurance Fund: Health Claims totaled \$171K for the month versus \$519K budgeted, bringing our YTD total for claims to \$2.3 million. The claim expenses to date represent 37% of the total annual budget.
- Cafeteria Fund: SFE reported a net income of \$41K for the month.
- OPEB Trust Fund: Net realized and unrealized gains and losses on investments totaled \$127K for the month.



## **GMSD Board Business Meeting**

September 30, 2025 6:00 PM

Board Room, GMSD Office, 3350 S. Forest Hill Irene Road, Germantown, TN

### **Board Members present:**

Mr. Brian Curry

Mr. Andy Ellis

Mrs. Angela Griffith

Mr. Scotty Hendricks, Jr.

Mr. Ryan Strain

### **Student Board Representative**

Billy Gates

### **In attendance:**

Superintendent Jason Manuel

Attorney Valerie Speakman

Board Secretary Jo Ellen Druelinger

#### **1. Call to Order**

Chair Angela Griffith called the meeting to order at 6:03 p.m.

#### **2. Moment of Silence**

Chair Angela Griffith called for a moment of silence.

#### **3. Pledge of Allegiance**

Board member Curry led the Pledge of Allegiance.

#### **4. Approval of Agenda**

**Motion passed:** I move to approve the agenda, passed with a motion by Mr. Brian Curry and a second by Mr. Scotty Hendricks Jr..

Mr. Brian Curry: Yea

Mr. Andy Ellis: Yea

Mrs. Angela Griffith: Yea

Mr. Scotty Hendricks Jr.: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

## 5. Recognition and Awards

Superintendent Manuel recognized the 2025-26 RISE Award nominees, honoring outstanding non-teaching staff who make a significant impact on students' lives. He emphasized that every staff member contributes to shaping student experiences and empowering personal potential. The nominees and their contributions are as follows:

- **Pearl Holland, Houston Middle School:** Supports students with disabilities, tutors in ELA, and contributes creative ideas to school events.
- **Nour Alzer, Farmington Elementary:** Front desk staff, welcoming families, handling daily requests with warmth and humor.
- **Sarah Nail, Riverdale Elementary:** School nurse providing professional medical care while creating a supportive environment for students.
- **Celeste Waldrup, Houston High School:** School nurse supporting students with chronic conditions, guiding families, and running a student clothing closet.
- **Meagan McMinn, Forest Hill Elementary:** Attendance secretary managing enrollment, coding, compliance, and communications.
- **Marlena Light, Dogwood Elementary:** Technology specialist, dependable volunteer, and problem-solver for staff and students.

The Superintendent concluded by thanking all nominees for their dedication and reminding the board that every staff member plays a role in inspiring excellence in students.

## 6. REPORTS

### A. TN Legislative Update

Board member and TN Legislative Representative Brian Curry presented as follows:

In the regular session of the 114<sup>th</sup> General Assembly, HB675/SB415 passed, as amended, and became Public Chapter 426. This act created an advisory committee on innovations in kindergarten through grade twelve (K-12) education consisting of members of the Tennessee House of Representatives, the Tennessee Senate, the Tennessee State Board of Education, and the Tennessee Department of Education. The committee wrapped up hearings last week and covered the following topics throughout the summer:

- Evaluation process for teachers and principals
- State- and locally-mandated assessments for students enrolled in any of the grades kindergarten through twelve (K-12)
- One hundred eighty (180) days of classroom instruction required under state law
- Academic standards adopted by the state board for high school grades and subjects, to determine whether allowing students who may be working toward completing a career and technical education (CTE) elective focus to substitute certain CTE courses for courses required by the state board to receive a full diploma upon graduation
- Educational, licensure, and training requirements for educators and persons pursuing teaching as a profession in this state, as well as the compensation structure and incentives for licensed educators

The committee hearings are all archived and available to watch on the General Assembly website. There is one additional meeting planned to discuss recommendations. That meeting



is anticipated to be held sometime in October. From there, it will remain to be seen what kind of traction can be gained on some of these topics.

## **B. Chairman's Report**

Chairman Griffith recognized **Suicide Prevention Month**, honoring the lives lost, the families affected, and students who may be struggling. She emphasized the rising need for mental health supports in schools and the district's responsibility to ensure that every child feels seen, supported, and safe. Chairman Griffith highlighted the district's ongoing investment in comprehensive wellness initiatives, including:

- **School-based counselors and social workers** who build trusted relationships and work in conjunction with parents, supported by crisis response protocols prioritizing early intervention and follow-up.
- **Community partnerships** that connect families with vital resources beyond the classroom. She noted that these supports not only provide safety nets but also empower students to thrive academically, socially, and personally. Chairman Griffith encouraged all community members—parents, teachers, students, and neighbors—to recognize that their presence and engagement are critical in building a culture of belonging and support. She concluded by reaffirming the district's commitment to creating a future rooted in hope, healing, and possibility, in alignment with the GMSD 2030 Strategic Plan.

### **Board Member Activities - September 2025**

- All board members attended the HHS Varsity Football home opener against Whitehaven, participating in the ribbon cutting for the new track, bleachers, ADA updates, and press box. This event celebrated a much-needed project from the HHS Master Plan, fully funded by the district.
- All members also attended and participated in the recent joint work session between the Board of Education and the Germantown Board of Mayor and Aldermen.
- Board Members Curry, Ellis, Griffith, and Strain, along with Superintendent Manuel, attended the annual TSBA Fall District Meeting hosted by Arlington Community Schools.
  - Lindsey Baker, HHS student, was recognized as the Delta District Student of the Year.
  - Joy Williams, local PTO leader and parent of three GMSD alumni, was recognized as the Delta District Volunteer of the Year.
  - Board Member Brian Curry, serving as Tennessee Legislative Liaison, earned his TSBA Boardsmanship Level IV, an honor reflecting his commitment and engagement as a school board member.

### **Board Member Activities - Individual**

- Board Member Brian Curry
  - Attended Topper Trails, Memphis Twilight, Tupelo Invitational, and TMSAA Sectional Cross Country meets
  - Attended the annual GMC PTO Lunch and Learn

- Attended the HHS College Financial Aid Presentation (thanks to Mrs. Kreitz and Mrs. Schmitt for arranging this informative session)
- Board Member Ellis
  - Attended HHS football games vs Whitehaven, Bartlett, and Cordova
  - Attended HMS football game vs MUS
  - Participated in the Germantown FAC Subcommittee
- Board Member Hendricks
  - Attended MYA Elementary Cross Country Events on 9/8, 9/15, 9/22, and 9/28
  - Attended HMS football games vs Millington, Arlington, Collierville, and MUS
  - Attended HHS football games vs Southwind, Tupelo, Bartlett, and Cordova
  - Attended Greater Memphis Chamber of Commerce Chairman's Circle Meeting with International Paper CEO Andy Silvernail on 9/25
- Vice Chair Strain
  - Had lunch with a Collierville Schools board member
  - Attended HHS football game vs Whitehaven
  - Attended the Twilight Classic Cross Country Race featuring multiple GMSD teams
  - Attended HMS JV football game vs MUS
- Chairman Griffith
  - Attended the Forest Hill Elementary Annual Basketball Hoop Off Fundraiser

### C. Financial Report

Superintendent Manuel stated that there would be no financial report due to the transition with of the Chief Financial Officer position, and that the report will be forwarded to the Board.

### D. Superintendent's Report

Superintendent Jason Manuel presented the September Superintendent's Report providing an update aligned to Strategic Plan Objective **4.2.1 — Grow and engage an alumni network through events, recognition, and outreach**. He highlighted the importance of alumni as advocates for Houston High School, as partners in mentoring current students, and as contributors to the district's reputation, resources, and community voice.

He reported that GMSD has:

- Published 14 alumni spotlight profiles on the district website to showcase graduate accomplishments and maintain ongoing connections;
- Launched a quarterly alumni newsletter to share recognitions, opportunities, school updates, and event information;
- Expanded the role of Ms. Spain at Houston High School to include alumni engagement in partnership with the Communications Department;
- Coordinated alumni-related events such as reunions and a new homecoming tailgate for alumni and staff;

- Promoted opportunities for alumni to support schools through career speaking, mentorship, business partnerships, and teacher feedback.

He concluded by directing stakeholders to the alumni registration and spotlight page on the GMSD website, encouraging continued outreach and participation, and noting that these efforts demonstrate progress toward Strategic Objective 4.2.1.

## 7. Citizens to be heard

There were no citizens to be heard at this time.

## 8. CONSENT AGENDA

**Motion passed:** I move to approve all the items in the Consent Agenda, passed with a motion by Mr. Ryan Strain and a second by Mr. Scotty Hendricks Jr..

Mr. Brian Curry: Yea  
Mr. Andy Ellis: Yea  
Mrs. Angela Griffith: Yea  
Mr. Scotty Hendricks Jr.: Yea  
Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

### A. Approval of the Minutes

### B. Revision of Policies - Second Reading

*Revisions are recommended for the following.*

*First Reading - 8/26/25*

*Second Reading – 9/30/25*

Revision Policy 2.403 Surplus Property Sales

The recommended change is based upon a change in the law.

### C. School Activity Fees 25-26

#### Activity Fees

Name: Blue Suede Crew club

Fee: \$10 – supplies Sponsor: Joseph Murray

Name: Plays (Fall Play)

Fee: \$175 - play supplies and materials Sponsor: Kell Christie

Name: Plays (Spring Musical)

Fee: \$250 - play supplies and materials Sponsor: Kell Christie

Name: Community Service Club

Fee: \$20 - club supplies Sponsor: Jason Middlekauff

Name: Photography Club

Fee: \$25 - club supplies Sponsor: Erin Seboldt

Name: Art Flow

Fee: \$15 - For club supplies. Sponsor: Bobby Spillman

**9. Design proposal for turf field at the two southernmost softball fields at HHS**

**Motion passed:** I move to approve the Design proposal for turf field at the two southernmost softball fields at HHS, passed with a motion by Mr. Scotty Hendricks Jr. and a second by Mr. Brian Curry.

Mr. Brian Curry: Yea

Mr. Andy Ellis: Yea

Mrs. Angela Griffith: Yea

Mr. Scotty Hendricks Jr.: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

**10. Announcements**

**11. Adjournment**

The meeting was adjourned with consensus at 6:51 p.m.

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

## 2025 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 28, 2025**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

- I certify that the LEA is in compliance with all federal and state education laws and SBE rules.
- I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

**LEA Name:**

**Director of Schools/Superintendent Name:**

**Director of Schools/Superintendent **Signature:****

**School Board Chair Name:**

**School Board Chair **Signature:****

**Date of School Board Approval:**

**UPLOAD COMPLETED REPORT TO ePlan BY **NOVEMBER 28, 2025****

**(including the corresponding corrective action plan if applicable).**

**Upload instructions are accessible [here](#).**



## Appendix B

The following is a list of helpful links to state education laws and SBE rules:

Public chapters regarding education passed during the 2025 legislative session:

<https://www.tn.gov/content/dam/tn/education/legal/2025%20Legislative%20Report.pdf>

Current and pending SBE rules:

<https://www.tn.gov/sbe/rules--policies-and-guidance.html>

Tennessee Code Annotated:

<http://www.lexisnexis.com/hottopics/tncode/>

If you have questions regarding education laws or SBE rules, please contact the department's general counsel, Christy Ballard, at (615) 741-2921 or [Christy.Ballard@tn.gov](mailto:Christy.Ballard@tn.gov).



**GERMANTOWN**  
MUNICIPAL SCHOOL DISTRICT  
Empowering Personal Potential

# TISA ACCOUNTABILITY REPORT

## DOCUMENT HIGHLIGHTS

### 2025-2026

#### DISTRICT GOAL STATEMENTS

- 3rd Grade English Language Arts (ELA) Proficiency: 75% of all students will score proficient on the 3rd grade ELA TCAP by the 2025-2026 school year.
- 7th Grade Math Proficiency: 65% of all students will be proficient in math by the 7th grade, as measured by the 2025-2026 TCAP math assessment.
- College & Career Readiness Rate: 75% of Germantown Municipal graduates will meet the criteria for "College & Career Readiness" by the 2025-2026 school year.

#### PERFORMANCE ON EACH GOAL

##### 3rd Grade ELA:

- 2024-2025: 75.9% of 3rd grade students scored proficient or above.
- Reflection: Met our target goal and continue to stay the course with our action steps.

##### Math Proficiency:

- 2024-2025: Grades 3rd-5<sup>th</sup> grade scored 83% meeting or exceeding on the TCAP Math assessment. Grades 6-7<sup>th</sup> grade scored 75.5% meeting or exceeding on the TCAP Math Assessment.
- Reflection: Met our target goal and continue to stay the course with our action steps.

##### College & Career Readiness:

- Class of 2024: 71.8% ACT  $\geq$  21, 96.9% graduation rate, 71.6% Ready Graduate rate.
- Reflection: On track toward 75% goal with expanded pathway monitoring for future graduation cohorts.

#### PLAN TO ACHIEVE GOALS:

- ELA: Focus on foundational literacy (K-2), small group interventions, and increasing access to tutoring.
- Math: High-quality instructional materials, math coaching, professional development, and tutoring expanded. Focus on targeted interventions through RTI and small-group math instruction.
- College & Career Readiness: Expansion of Early Postsecondary Opportunities (EPSOs), ACT preparation, and enhanced career guidance from middle through high school will help prepare students for postsecondary success.

#### STAKEHOLDER FEEDBACK:

The district is actively gathering feedback from parents, educators, students, and the community through:

- Posted and shared through district newsletters and websites, inviting public comment
- Focus groups of students, parents, and discussion in leadership meetings
- Public discussion at school board meeting
- Feedback will be incorporated prior to the report's submission by November 1, 2025.

## Overview

### Germantown (796) Public District - FY 2026 - TISA Accountability Report - Rev 0

#### Overview

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- **Goals for student achievement:** One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.
- Explanation of how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. Additionally, the TISA Accountability must be presented for local school board approval. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to T.C.A. § 49-3-114 to determine whether the school district is taking the proper steps to achieve their stated goal.

For questions, please review the TISA Accountability Report Guidance document or contact [tnedu.funding@tn.gov](mailto:tnedu.funding@tn.gov).

Completed reports should be submitted in ePlan by **November 1, 2025**.

#### Resources

[Click here to open the guide.](#)

Draft copy

Cover Page

**Germantown (796) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Cover Page**

\* District Name

Germantown Municipal School District

\* Director of Schools Name

Jason Manuel

\* District Point of Contact for TISA Accountability Report Name

Robert LeGault

\* District Point of Contact for TISA Accountability Report Phone Number

901-752-2322

District Point of Contact for TISA Accountability Report Email Address

robert.legault@gmsdk12.org

75.9 % of 3rd grade students who scored proficient ("met expectations" or "exceeded expectations") on the English Language Arts (ELA) portion of the most recent spring TCAP

**Documents**

Type	Document Template	Document/Link
(TISA) Previous Year Report	N/A	 <a href="#">(TISA) Previous Year Report</a>

**Resources**

[Click here to open the guide.](#)

District Goal Statements

**Germantown (796) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Goal Statement 1: - 3rd Grade ELA Proficiency**

75 %	of students will score proficient on the 3rd grade ELA TCAP by	Year 2026
------	--	--------------

District Goal Statements

Goal Number	GOAL STATEMENT(S)
Goal 2	65% of all students will be proficient in math by 7th grade, as measured by the 2025-26 TCAP math assessment.
Goal 3	75% of Germantown Municipal graduates will meet the criteria for College & Career Readiness by the 2025-2026 school year.
Goal 4	
Goal 5	
Goal 6	

**Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

Goal #1

Germantown (796) Public District - FY 2026 - TISA Accountability Report - Rev 0

Goal Statement 1: 3rd Grade ELA Proficiency

	75 %	of students will score proficient on the 3rd grade ELA TCAP by	Year 2026
--	------	--	--------------

District Goal 1

Year	Annual Outcome Target(s)	Associated Metrics/Data
<b>Year 1:</b> 2023-2024 school year (Previous outcome)	<b>Target:</b> 80% of students will score proficient on the 3rd grade ELA TCAP assessment. <b>Actual:</b> 79.6% of students scored proficient on the 3rd grade ELA TCAP assessment. <b>Subgoal:</b> By the end of May 2024, we will decrease our chronic absenteeism percentages by 2%. Chronic Absenteeism in GMSD went from 8.88% in 2022-2023 to 6.80% in 2023-2024, noting a 2.08% decrease and meeting our subgoal.	3rd grade ELA TCAP results MVPA ELA benchmark assessments (Fall/Winter/Spring): Students in grades 2-3 Early Star Literacy/Star Literacy: K-3 students are quarterly progressed. Aimsweb benchmark/progress monitoring data: K-3 students ILPs: K-3 ELL student plans and progress ILP-Ds: K-3 student plans and progress IEPs: K-3 students present levels of performance and measurable annual goals. Target-Based Report Cards: Students in K-3 quarterly progressed and will provide a present level of student's literacy proficiency. 1= With Support. 2= Approaching 3= Proficient Skyward Daily attendance: K-3 daily attendance report and Tier 1-3 attendance contracts EIS Weekly Data Reports on Absent Students Health Clinic Reports: Return to class % for each school. Behavioral data: Skyward daily attendance and behavioral data reports.
<b>Year 2:</b> 2024-2025 school year (Use actual outcome)	<b>Target:</b> 75% of students will score proficient on the 3rd grade ELA TCAP. <b>Actual:</b> 75.9% of students scored proficient on the 3rd grade ELA TCAP assessment.	3rd grade ELA TCAP results MVPA ELA benchmark assessments (Fall/Winter/Spring): Students in grades 2-3 Early Star Literacy/Star Literacy: K-3 students are quarterly progressed. Aimsweb benchmark/progress monitoring data: K-3 students ILPs: K-3 ELL student plans and progress ILP-Ds: K-3 student plans and progress IEPs: K-3 students present levels of performance and measurable annual goals. Target-Based Report Cards: Students in K-3 quarterly progressed and will provide a present level of student's literacy proficiency. 1= With Support. 2= Approaching 3= Proficient Skyward Daily attendance: K-3 daily attendance report and Tier 1-3 attendance contracts EIS Weekly Data Reports on Absent Students Health Clinic Reports: Return to class % for each school. Behavioral data: Skyward daily attendance and behavioral data reports.
<b>Year 3:</b> 2025-2026 school year	<b>Target:</b> 75% of students will score proficient on the 3rd grade ELA TCAP assessment.	3rd grade ELA TCAP results MVPA ELA benchmark assessments (Fall/Winter/Spring): Students in grades 2-3 Early Star Literacy/Star Literacy: K-3 students are quarterly progressed. Aimsweb benchmark/progress monitoring data: K-3 students ILPs: K-3 ELL student plans and progress ILP-Ds: K-3 student plans and progress IEPs: K-3 students present levels of performance and measurable annual goals. Target-Based Report Cards: Students in K-3 quarterly progressed and will provide a present level of student's literacy proficiency. 1= With Support. 2= Approaching 3= Proficient Powerschool Daily attendance: K-3 daily attendance report and Tier 1-3 attendance contracts EIS Weekly Data Reports on Absent Students Health Clinic Reports: Return to class % for each school. Behavioral data: Powerschool daily attendance and behavioral data reports.

Year 4: 2026- 2027 school year		
Year 5: 2027- 2028 school year		

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 1.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward target
- End of year outcome data for 2024-25 is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

During the 2024-2025 school year, Germantown Municipal School District made meaningful progress toward increasing the percentage of students reading on grade level by the end of third grade. TISA-funded investments in literacy tutors, reading interventionists, and foundational literacy programs provided targeted small-group support and strengthened Tier I instruction across all elementary schools. Early assessment data from STAR reading and MVPA ELA benchmarks show that more students are closing gaps and subgroup performance has also improved where additional supports were provided.

While the district is encouraged by these gains, continued attention is needed to ensure consistency in implementation across schools and to reduce the percentage of students entering 3rd grade below grade-level expectations. Ongoing coaching, professional development, and expansion of evidence-based literacy supports will help GMSD remain on track to achieve the 2025-2026 goal of 75% proficiency.

**Goal 1 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
1. GMSD provides each of our elementary schools a full-time reading interventionist.	\$ 330,000.00	The district saw a benefit to further supporting students in ELA through the use of a Reading Interventionist in each of our elementary schools for the 2024-2025 school year. The Reading Interventionists focus on our K-2 students; however, they do also work with some of our 3rd graders. Their target group are students not receiving small group instruction from a SPED teacher, EL teacher, High Impact Tutor, or an RTI coach (characteristics of dyslexia), but are reading below grade-level. These students met with the Reading Interventionist five days a week during the grade level's intervention period and used UFLI and Heggerty curriculum to support reading outcomes. Based on student data, STAR reading scale scores improved through the use of this reading support partnered with Tier 1 instruction.

2. The use of High Impact Tutors to further support students in ELA.	\$ 260,000.00	The High Impact Tutors met with small groups of three students two days a week for 45 minute sessions. Tutors utilized Orton Gillingham strategies to reinforce core phonics instruction. Based on student data, STAR reading scale scores improved over the course of the 3 benchmark assessments, through the use of this additional reading support partnered with Tier 1 instruction.
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**Action Plan:** List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.

High-Quality Instructional Materials (HQIM): Consistent unit and lesson prep implementation of ELA HQIM K-12.

Foundational Literacy Instruction: Students in grades K-2 will receive explicit, systematic phonics instruction through daily Saxon Phonics lessons. These lessons include phonemic awareness, decoding, encoding, and the use of decodable books.

Literacy Coaching: The district ELA Instructional Coach will be utilized in schools as needed for PLCs, data digs, professional development, lesson modeling, curriculum/standards clarification, and guidance for supporting at-risk readers. The literacy coach will also check in with teachers quarterly to discuss students who scored 1s and 2s on the report card to ensure interventions and supports are in place quickly so that we can begin closing literacy gaps. GMSD's literacy coach will participate in literacy professional development that will help build knowledge and understanding of current best practices, communication skills, coaching styles, and meeting the needs of diverse learners. The literacy coach will share knowledge and strategies learned with teachers during grade-level planning or PD sessions.

Tier 1 Small Group Reading: In addition to whole class phonics, comprehension, and writing instruction, K -2 students who are identified as reading 2 or more months below grade level (Star) will receive targeted, specific instruction in a small group setting with their general education teacher. Instruction will include phonemic awareness activities, reinforcing/reteaching previously learned phonics skills (Saxon), encoding (based on previous skills learned in Saxon), decoding words in isolation and in texts (decodable books), and comprehension.

Professional Learning Communities: Grade level teams will meet weekly to discuss data on common formative assessments to determine next steps (reteaching, enrichment, Tier 1 RTI). Success criteria will be discussed and identified during these PLC meetings. Teachers will bring work samples to discuss. These assessments/work samples will be used to determine a student's quarterly target score. PLC discussions will provide teachers time to share effective strategies/resources that have been used and to ask questions on how to best support students who have not mastered the targeted standards/skills. Each elementary school has a kindergarten, first, and second grade PLC lead that facilitates the weekly PLC meetings.

Professional Development: GMSD will offer PD sessions to teachers throughout the year. Sessions will include: Understanding Star Reports, Using Social Studies Texts to Support ELA Standards, Courageous Conversations with Parents, Writing Across the Content Areas, Vertical Alignment, OG Your Saxon, How to Use Reading Records to Inform Instruction. By building teachers' capacity, they will better understand the essential components of strong literacy instruction, they will recognize the value of the district-provided resources and then apply that knowledge daily. PLC leads and admin will participate in additional PLC training led by district administrators and Solution Tree to help refine and support our PLCs.

Attendance: Students with multiple unexcused and excused absences will be monitored. School and district officials will communicate with students and families with multiple absences to discuss the absences, policies pertaining to chronic absenteeism, and establish a multitier plan of action to support student attendance. The schools also use a procedure to monitor student health through a return to class % report, monitored by the school nurses and LEA representative for Coordinated School Health. School leaders and district personnel will also monitor student behavioral concerns and utilize best practices to support the student and staff in a given situation.

RTI2: Students who flag in AimsWeb for reading will receive daily, targeted small group instruction that addresses specific skills gaps that are identified. Teachers and/or building RTI coaches are provided with instruction to these small groups of students. Students will be progress monitored on AimsWeb weekly or bi-weekly to evaluate whether the selected interventions are being successful. If not, the RTI coach will adjust the interventions students are receiving. GMSD provides each building with an RTI coach that oversees aimsweb testing, RTI meetings, appropriate interventions, and progress monitoring. Having a designated

person in each building helps us to ensure that needs are being addressed and gaps are being closed.

**Tutoring:** Tutors will provide high dosage/ low-ratio reading instruction to at-risk students in grades 1-5, with the goal of helping students close gaps so that they are reading on grade level. Students identified as at risk according to Star/MVPA will receive additional support with tutors. Tutors will meet with small groups of three students two days a week for 45 minutes.

**Reading Interventionists:** GMSD provides each of our elementary schools a full-time reading interventionist that works with students in K-3 who are considered low Tier 1. These students meet with the reading interventionist five days a week during the grade level's RTI period. Our reading interventionists use UFLI and Heggerty curriculum.

**ILP/ILP-D:** Students who meet the state eligibility criteria for ELL will receive interventions and support from a certified ESL teacher, through an Individualized Learning Plan (ILP). Students who meet the state eligibility criteria displaying characteristics of dyslexia will receive reading support for the RTI coaches, through an Individualized Learning Plan Dyslexia (ILP-D). All K-5 teachers will participate in a Dyslexia for a Day PD session. The goal of this training is to help teachers better understand the struggles and fears a student with dyslexia has as they navigate throughout the school day. Teachers will also be provided a list of ways they can help support students with dyslexia.

**Special Education Intervention:** Research based reading interventions will be provided to students with disabilities according to their individual IEP. Such interventions could include Orton Gillingham, Spire, Edmark, and/or Reading Mastery. To provide an additional layer of support within each school, one ESE Lead Teacher will be selected at each elementary school. Lead teachers will be responsible for providing monthly feedback on IEP compliance and best practices, and building level support for teachers and administrators.

**Target-Based Grading:** K-3 teachers will use target-based grading to assess specific targets quarterly. Parents and students will receive a more precise report that details a child's specific strengths and challenges. Teachers/district offices will create specific, measurable success criteria for each target.

**Budget Narrative:** Describe how your district intends to use their budget to execute the strategies and meet the stated goal.

1. High- Quality Instructional Materials (HQIM): TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
2. Foundational Literacy Instruction: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
3. Literacy Coaching: TISA Funded through budget tag: REGULAR INSTRUCTIONAL SUPPORT (72210)
4. Tier 1 Small Group Reading: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
5. Professional Learning Communities: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
6. Professional Development: TISA Funded through budget tag: REGULAR INSTRUCTIONAL SUPPORT (72210).
7. Attendance: TISA Funded through budget tag: ATTENDANCE & PLANNING (72110).
8. RTI2: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
9. Tutoring: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
10. Reading Interventionists: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
11. ILP/ILP-D: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
12. Special Education Intervention: TISA Funded through budget tag labeled SPECIAL EDUCATION INSTRUCTION (71200).
13. Target-Based Grading: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).

Goal #2

Germantown (796) Public District - FY 2026 - TISA Accountability Report - Rev 0

Goal Statement 2:

65% of all students will be proficient in math by 7th grade, as measured by the 2025-2026 TCAP math assessment.

District Goal 2

Year	Annual Outcome Target(s)	Associated Metrics/Data
<p><b>Year 1:</b> 2023-2024 school year (Previous outcome)</p>	<p>2nd grade students: increase math proficiency to 81% based on the Spring TCAP math assessment. <b>Actual:</b> 79% proficient of students scored or exceeded on the 2nd grade Spring TCAP math assessment. 3rd grade students: increase math proficiency to 82.2% based on the Spring TCAP math assessment. <b>Actual:</b> 79% proficient of students scored or exceeded on the 3rd grade Spring TCAP math assessment. 4th grade students: increase math proficiency to 86.8% based on the Spring TCAP math assessment. <b>Actual:</b> 83.9% proficient of students scored or exceeded on the 4th grade Spring TCAP math assessment. 5th grade students: increase math proficiency to 84.7% based on the Spring TCAP math assessment. <b>Actual:</b> 85.3% proficient of students scored or exceeded on the 5th grade Spring TCAP math assessment. 6th grade students: increase math proficiency to 72.5% based on the Spring TCAP math assessment. <b>Actual:</b> 78% proficient of students scored or exceeded on the 6th grade Spring TCAP math assessment. 7th grade students: increase math proficiency to 70.0% based on the Spring TCAP math assessment. <b>Actual:</b> 64% proficient of students scored or exceeded on the 7th grade Spring TCAP math assessment. <b>Subgoal:</b> By the end of May 2024, we will decrease our chronic absenteeism percentages by 2%. <b>Actual:</b> Chronic Absenteeism in GMSD went from 8.88% in 2022-2023 to 6.80% in 2023-2024, noting a 2.08% decrease and meeting our subgoal.</p>	<p>2nd grade through 7th grade Math TCAP results MVPA Math benchmark assessments: (Fall/Winter/Spring) Students in grades 2-8 Aimsweb benchmark/progress monitoring data: Students in grades 2-8 Mastery Connect: used to develop small common assessments by target (Grades K-3) or by standard (Grades 4-8). IEPs: 2nd-8th grade students present levels of performance and measurable annual goals for math deficit areas. Skyward Daily attendance 2nd grade- 8th grade student report and Tier 1-3 attendance contracts. Health Clinic Reports: Return to class % for each school. Behavioral data: Skyward daily attendance and behavioral data reports.</p>

<p><b>Year 2:</b> 2024-2025 school year (Use actual outcome)</p>	<p>2nd grade students: Score or exceed 80% proficient as measured on the 2025 TCAP Math Assessment <b>Actual:</b> 79% proficient of students scored or exceeded on the 2nd grade Spring TCAP math assessment. 3rd grade students- 5th grade students: Score or exceed 82% success rate as measured on the 2025 TCAP Math Assessment <b>Actual:</b> 82.7% of students scored or exceeded on the 3rd-5th grade TCAP Math Assessment 6th grade students- 7th grade students: Score or exceed 65% success rate as measured on 2025 TCAP Math Assessment <b>Actual:</b> 75.5% of students scored or exceeded on the 6th-7th grade TCAP Math Assessment</p>	<p>2nd grade through 7th grade Math TCAP results MVPA Math benchmark assessments: (Fall/Winter/Spring) Students in grades 2-8 Aimsweb benchmark/progress monitoring data: Students in grades 2-8 Mastery Connect: used to develop small common assessments by target (Grades K-3) or by standard (Grades 4-8). IEPs: 2nd-8th grade students present levels of performance and measurable annual goals for math deficit areas. Skyward Daily attendance 2nd grade- 8th grade student report and Tier 1-3 attendance contract. Health Clinic Reports: Return to class % for each school. Behavioral data: Skyward daily attendance and behavioral data reports.</p>
<p><b>Year 3:</b> 2025-2026 school year</p>	<p>2nd grade students: Score or exceed 80% proficient as measured on the 2026 TCAP Math Assessment, 3rd grade students- 5th grade students: Score or exceed 82% success rate as measured on 2026 TCAP Math Assessment. 6th grade students- 7th grade students Score or exceed 65% success rate as measured on 2026 TCAP.</p>	<p>2nd grade through 7th grade Math TCAP results MVPA Math benchmark assessments: (Fall/Winter/Spring) Students in grades 2-8 Aimsweb benchmark/progress monitoring data: Students in grades 2-8 Mastery Connect: used to develop small common assessments by target (Grades K-3) or by standard (Grades 4-8). IEPs: 2nd-8th grade students present levels of performance and measurable annual goals for math deficit areas. Powerschool Daily attendance 2nd grade- 8th grade student report and Tier 1-3 attendance contracts Health Clinic Reports: Return to class % for each school. Behavioral data: Powerschool daily attendance and behavioral data reports.</p>
<p><b>Year 4:</b> 2026-2027 school year</p>		
<p><b>Year 5:</b> 2027-2028 school year</p>		

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 2.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

Germantown Municipal School District continues to make progress toward increasing 7th grade math proficiency. During the 2024-2025 school year, implementation of high-quality instructional materials combined with targeted small-group supports and benchmark monitoring resulted in measurable growth across grade levels.

The district recognizes that continued success will depend on maintaining consistency in Tier I instruction while expanding access to intervention and enrichment opportunities. Strategic use of instructional coaching, professional learning communities, and data-driven supports will help ensure that all students are on track to meet the 2025-2026 TCAP proficiency goal.

**Goal 2 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
GMSD Math Instructional Coach & Math Instructional Supervisor	\$ 190,000.00	GMSD's Math Instructional Coach and Math Instructional Supervisor are instrumental in interpreting standards, effective implementation of high-quality instructional materials, training teachers in standards and instructional strategies, analyzing data to drive instruction, and developing common assessments. The instructional coach collects and organizes data and survey results that inform district math goals, coaching strategies, and other programming decisions. The instructional coach and supervisor meet regularly to monitor progress of the district program and adjust action steps aimed at meeting or exceeding the performance measures defined in Goal 2: Algebra I Readiness
2. Research-based math software programs (Dreambox, Reflex, Frax, IXL, Zearn)	\$ 130,000.00	Math software such as Zearn, Reflex, IXL, Frax, and Dreambox supported student achievement in grades K-8 by providing personalized, adaptive learning experiences that meet students where they are. These platforms are aligned to state standards and offer engaging, interactive practice that helps students master key skills in number sense, operations, fractions, and problem-solving. Students receive immediate feedback to strengthen their understanding, while teachers gain detailed progress reports to inform instruction and interventions. The software not only helps close skill gaps but also provides enrichment for advanced learners, building confidence and preparing students for long-term success in middle school math and beyond.

**Action Plan:** List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.

High-Quality Instructional Materials (HQIM) and Implementation: Consistent unit and lesson prep implementation of Math HQIM K-12. GMSD math teachers will be expected to implement the adopted math program with fidelity to pacing, routines, activities, materials, and assessments as intended by the developers of the adopted programs. GMSD supervisors will routinely monitor the fidelity of HQIM implementation in the classroom through observations, planning meetings, school administration and teacher feedback, and professional learning community meetings.

RTI2: Students who flag in AimsWeb for math will receive daily, targeted small group instruction that addresses specific skills gaps that are identified. Students will be progress monitored at least bi-weekly using aimswebPlus to determine whether the selected interventions are being successful. If the interventions are not successful, the building RTI coach will make necessary adjustments to the tiered intervention after at least 4 weeks. During independent practice, students engage in adaptive math software programs such as Reflex, Dreambox, Frax, IXL, and Zearn to build fluency, reinforce grade-level standards, and address

individual skill gaps identified through RTI<sup>2</sup> progress monitoring. Teachers review usage data and student performance reports to inform targeted small-group instruction.

**Essential Work:** Through a collaborative process involving multiple stakeholders, GMSD has identified essential work of each grade level to focus our district's efforts on preparing GMSD math students to be proficient on the Algebra I EOC. Grades K-3 selected targets and Grades 4-8 selected standards that will have the most impact on the students' progression to Algebra I. Instructional supervisors and teachers organized this essential work into curriculum guides that clearly defines the scope, sequence, and pacing needed to effectively provide quality instruction within the district's instructional calendar. Throughout the year, instructional supervisors have collect feedback through surveys and communication. This feedback will be used to refine the essential work, scope and sequence, and pacing in order to further improve the quality of math instruction.

**Gifted and Enrichment math classes:** Students in grades 2-5, who are eligible as intellectually gifted for the state of Tennessee, are offered the opportunity to take advanced math during their intervention time. Middle school students reaching above grade level standards are encouraged to take high level math enrichment courses throughout their middle school career.

**Math Instructional Coaching:** GMSD's Math Instructional Coach maintains a weekly rotation in the district's schools as well as schedules collaborative meetings with teachers, school leaders, and PLCs. During these visits and meetings, the instructional coach trains teachers and school leaders in high-impact, content-specific instructional strategies grounded in the state standards and utilizing the district's high-quality instructional materials.

**Professional Learning Communities:** Professional Learning Communities, or PLCs, meet monthly and use protocols to analyze data from classroom assessments to determine which standards need reteaching and individual students that need intervention or enrichment. PLCs also use protocols to conduct standards analyses to determine general areas of strength and weakness. Based on the data, PLC members plan next instructional steps and build common assessments to monitor the impact of these prescribed next steps.

**Professional Development:** GMSD will continue to offer professional development to deepen an understanding of the coherence of the revised standards and mathematically-appropriate representations and strategies. Classroom observations guided by the Instructional Practice Guide (IPG) for Mathematics will provide instructional supervisors, the instructional coach, and classroom teachers the opportunity to observe and reflect upon the standards in action and make connections among instructional strategies and representations across the grade levels.

**Math Tutoring:** High Impact Math Tutors will provide High-Dosage, Low-Ratio instruction to students who are at risk in math with the goal of helping students close gaps so that they are proficient in math. Students who are determined to be at risk according to the MVPA math benchmark and math TCAP assessments will receive additional instructional support through tutoring. Tutors will meet with small student groups at least twice per week for 45 minutes.

**6-8 Math Intervention:** Students who are determined to be at risk but not in RTI according to the MVPA math benchmark, math TCAP assessments, and classroom performance will receive additional instructional support through intervention. Interventionists will meet daily with small student groups in grades 6-8 to provide High-Dosage, Low-Ratio instruction with the goal of helping students close gaps so that they meet math proficiency goals in grades 6-8.

**Special Education Intervention:** All students with disabilities who have an identified math deficit will be provided research based math interventions. Progress will be closely monitored to determine the effectiveness of the intervention being used and changes will be made as needed.

**Attendance:** Students with multiple unexcused and excused absences will be monitored. School and district officials will communicate with students and families with multiple absences to discuss the absences, policies pertaining to chronic absenteeism, and establish a multitier plan of action to support student attendance. The schools also use a procedure to monitor student health through a return to class % report, monitored by the school nurses and LEA representative for Coordinated School Health. School leaders and district personnel will also monitor student behavioral concerns and utilize best practices to support the student and staff in each situation.

**Budget Narrative:** Describe how your district intends to use their budget to execute the strategies and meet the stated goal.

1. High- Quality Instructional Materials (HQIM): TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
2. RTI2 (Response to Instruction & Intervention): TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).

3. Essential Work: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
4. Gifted and Enrichment math classes: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
5. Professional Learning Communities: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
6. Professional Development; TISA Funded through budget tag: REGULAR INSTRUCTION SUPPORT (72210).
7. Math Tutoring: TISA Funded through budget tag: REGULAR INSTRUCTIONAL PROGRAM (71100).
8. Special Education Intervention: TISA Funded through budget tag: SPECIAL EDUCATION INSTRUCTION (71200).
9. Attendance: TISA Funded through budget tag: ATTENDANCE & PLANNING (72110).

Goal #3

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This goal not established.

**Goal Statement 3:**

75% of Germantown Municipal graduates will meet the criteria for College & Career Readiness by the 2025-2026 school year

District Goal 3

Year	Annual Outcome Target(s)	Associated Metrics/Data
<p><b>Year 1:</b> 2023-2024 school year (Previous outcome)</p>	<p><b>Class of 2024:</b> 75% of students will have an ACT composite of 21 or greater. <b>Actual:</b> 71.8% of students have a 21 or higher on the ACT composite. <b>Class of 2024:</b> will have a Graduation Rate of at least 95% for a General Diploma. <b>Actual:</b> 96.9% of students graduated with a General Diploma. <b>Class of 2024:</b> will have a Ready Graduate Rate of 80%. <b>Actual:</b> 71.6% Ready Graduate Rate <b>Class of 2024:</b> will have a AAD Diploma successful student completion rate of 90%. <b>Actual:</b> 7 students attempted and completed the requirements for an AAD Diploma. 100% completion rate. <b>Subgoal:</b> By the end of May 2025, we will decrease our chronic absenteeism percentages by 2%. Chronic Absenteeism in GMSD went from 8.88% in 2022-2023 to 6.80% in 2023-2024, noting a 2.08% decrease and meeting our subgoal.</p>	<p>Cohort matriculation through LEAs: Identify/maintain cohort size across grade bands. Naviance Assessment Reports: Helps to identify the engagement of middle and high school students in relation to activities and their career and college interests as they progress through GMSD. Stakeholder surveys: From events and activities Enrollment Data in Dual Enrollment and EPSO: Shows how students in grades 9th-12th are progressing and accessing courses labeled as EPSO's. Industry Credential success rates: This data will tell if these specific EPSO opportunities are being accomplished for students in high school. Student Data Tracking System: The district will use a system to track progress of student specific Ready Graduate goals, including courses taken, planned pathways, ASVAB, ACT composite and sub score data. Skyward Daily attendance: 6th-12th grade daily attendance reports and Tier 1-3 attendance contracts Health Clinic Reports: Return to class % for each school. Behavioral data: Skyward daily attendance and behavioral data reports. Aimsweb benchmark/progress monitoring data: 9th-12th grade students ILPs: 6th-12 grade ELL student plans and progress IEPs: 6th-12th grade students present levels of performance and measurable annual goals.</p>

<p><b>Year 2:</b> 2024-2025 school year (Use actual outcome)</p>	<p><b>Class of 2025:</b> 73% of students will have an ACT Composite of 21 or greater. <b>Actual:</b> Anticipate getting an official rate later this fall. <b>Class of 2025:</b> will have a Graduation Rate of at least 95%. <b>Actual:</b> Anticipate getting an official rate later this fall. <b>Class of 2025:</b> will have a Ready Graduate Rate of 73%. <b>Actual:</b> Ready Graduate data is "lag year" data and currently unavailable for the Class of 25. We are projecting to meet the goal of 73%. <b>Class of 2025:</b> will have a AAD Diploma successful student completion rate of 95%. <b>Actual:</b> Anticipate getting a rate later in the fall.</p>	<p>Cohort matriculation through LEAs: Identify/maintain cohort size across grade bands. Naviance Assessment Reports: Helps to identify the engagement of middle and high school students in relation to activities and their career and college interests as they progress through GMSD. Stakeholder surveys: From events and activities Enrollment Data in Dual Enrollment and EPSO: Shows how students in grades 9th-12th are progressing and accessing courses labeled as EPSO's. Industry Credential success rates: This data will tell if these specific EPSO opportunities are being accomplished for students in high school. Student Data Tracking System: The district will use a system to track progress of student specific Ready Graduate goals, including courses taken, planned pathways, ASVAB, ACT composite and sub score data. Skyward Daily attendance: 6th-12th grade daily attendance reports and Tier 1-3 attendance contracts Health Clinic Reports: Return to class % for each school. Behavioral data: Skyward daily attendance and behavioral data reports. Aimsweb benchmark/progress monitoring data: 9th-12th grade students ILPs: 6th-12 grade ELL student plans and progress IEPs: 6th-12th grade students present levels of performance and measurable annual goals.</p>
<p><b>Year 3:</b> 2025-2026 school year</p>	<p><b>Class of 2026:</b> 75% of students will have an ACT Composite of 21 or greater. <b>Class of 2026:</b> will have a Graduation Rate of at least 95.5% for a General Diploma. <b>Class of 2026:</b> will have a College &amp; Career Readiness rate of 75%. <b>Class of 2026:</b> will have a AAD Diploma successful student completion rate of 100%.</p>	<p>Cohort matriculation through LEAs: Identify/maintain cohort size across grade bands. Naviance Assessment Reports: Helps to identify the engagement of middle and high school students in relation to activities and their career and college interests as they progress through GMSD. Stakeholder surveys: From events and activities Enrollment Data in Dual Enrollment and EPSO: Shows how students in grades 9th-12th are progressing and accessing courses labeled as EPSO's. Industry Credential success rates: This data will tell if these specific EPSO opportunities are being accomplished for students in high school. Student Data Tracking System: The district will use a system to track progress of student specific Ready Graduate goals, including courses taken, planned pathways, ASVAB, ACT composite and sub score data. Powerschool Daily attendance: 6th-12th grade daily attendance reports and Tier 1-3 attendance contracts Health Clinic Reports: Return to class % for each school. Behavioral data: Powerschool daily attendance and behavioral data reports. Aimsweb benchmark/progress monitoring data: 9th-12th grade students ILPs: 6th-12 grade ELL student plans and progress IEPs: 6th-12th grade students present levels of performance and measurable annual goals.</p>
<p><b>Year 4:</b> 2026-2027 school year</p>		
<p><b>Year 5:</b> 2027-2028 school year</p>		

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 3.

Exceeded target

Met target

- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

During the 2024-2025 school year, Germantown Municipal School District continued to make steady progress toward increasing the percentage of graduates meeting College & Career Readiness benchmarks. Early Postsecondary Opportunities (EPSOs) such as Advanced Placement, Dual Enrollment, and Industry Certifications saw increased student participation, and the district expanded access to Career and Technical Education pathways aligned to high-demand careers. Additionally, improvements in ACT readiness and the implementation of targeted supports through counselors and interventionists helped more students stay on track to graduate prepared for postsecondary options.

While the district is on pace to meet the 75% readiness goal by 2025-2026, ongoing work will focus on ensuring equitable access to EPSOs across all student subgroups, strengthening supports for ACT performance, and continuing to build partnerships that provide authentic career experiences.

**Goal 3 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
Expansion of Career & Technical Education (CTE) Programs	\$ 1,500,000.00	These funds cover CTE teachers, equipment, and program materials that align with high-demand occupations and provide students with Early Postsecondary Opportunities (EPSOs), including industry certifications, dual enrollment, and hands-on career pathways. This investment directly supports Goal #3 by preparing students with the skills and credentials needed for both college and career readiness.
Naviance Student Platform (Middle & High School)	\$ 19,000.00	The district also utilizes Naviance as a comprehensive college, career, and life readiness platform to help every middle and high school student explore interests, set academic and postsecondary goals, and develop individualized plans aligned to future pathways through counselor-led sessions and student progress monitoring. Students have easy access to ACT study materials, the ability to research colleges across the country, and the ability to use career interest information to help them make the best decision for their future.

**Action Plan:** List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.

**K-12 College and Career Awareness and Exploration:** We believe that creating comprehensive and shared College and Career awareness and exploration events activities for students across all grade levels for our entire district will have a significant impact on our college and career readiness metrics. This action step will help form a College and Career Exploration Committee for the district to help communicate our College and Career readiness goals and expectations. The committee will be crucial in developing and executing our K-12 initiatives and will include staff, students, parents, and community stakeholders.

**Middle School student transition to High School:** Middle school and high school counselors meet to review transition data for rising 9th graders, ensuring alignment of academic plans, intervention supports, and student services. Rising 9th grade students will then create their own course selection and 4 year plan that follows them into their first year of high school.

**Student Level Data Tracking:** A system for students to track progress in reaching their specific College & Career Readiness goals, including courses taken, planned pathways, ACT composite and sub score data will continue to be utilized to further support student programming decisions. The district also utilizes Naviance as a comprehensive college, career, and life readiness platform to help every middle and high school student explore interests, set academic and postsecondary goals, and develop individualized plans aligned to future pathways through regular counselor-led sessions and student progress monitoring.

Industry and Community Partnerships: Increasing industry and community partnerships will allow us to provide more authentic experiences for all students. Guest speakers, career fairs, job shadowing, and even student internships are all essential in creating meaningful experiences for students to expand and refine their vision for post-secondary life.

Partnership with Transition TN: GMSD ESE Staff will partner with Transition TN to provide ESE case managers with training and resources related to post secondary outcomes for student with disabilities including: age and ability appropriate transition assessments, continuing education, family and community resources, job exploration, and best practices in transition planning.

ACT Integration and Innovation: Teachers will utilize best practices in ACT integration across all disciplines to ensure that students are being supported in improving ACT scores. The district will work creatively to ensure we make the best use of ACT test days, bootcamps, or other interventions that occur outside of the regular class time.

Professional Learning Communities: PLC meetings currently vary based on content area. Non-tested teachers generally meet monthly as required by our FLEX PD model. The core tested PLCs meet weekly during an intentionally scheduled common planning period. Each Monday, our PLC Instructional Coach meets with the PLC Lead teachers to develop the agenda for that week's meeting. Meetings are then attended by the Instructional Coach, teachers, co-teachers, and interventionists, along with the assigned administrator and Secondary Instructional Supervisor. PLC teams discuss data, student performance, and teaching strategies as well as plan common tasks, activities, and assessments.

Professional Development: Provide PD opportunities to staff and stakeholders over College & Career Readiness expectations. This action step will assist staff and stakeholders in better understanding student goals and would seek to close that gap in ensuring that all students have an advocate to help plan for future success.

RTI2: Students who flag in AimsWeb for reading and math will receive daily, targeted small group instruction that addresses specific skills gaps that are identified.

Special Education Career & Post Secondary Focused Classes: At the high school level, students in grade 9-12 who are served under an IEP outlining transition deficits have the option to enroll in Career Exploration, Focus on Adulthood, Post-Secondary Transition, and/or Intro to Self Determination to further explore and plan for life after high school.

Attendance: Students with multiple unexcused and excused absences will be monitored. School and district officials will communicate with students and families with multiple absences to discuss the absences, policies pertaining to chronic absenteeism, and establish a multitier plan of action to support student attendance. The schools also use a procedure to monitor student health through a return to class % report, monitored by the school nurses and LEA representative for Coordinated School Health. School leaders and district personnel will also monitor student behavioral concerns and utilize best practices to support the student and staff in each situation.

**Budget Narrative:** Describe how your district intends to use their budget to execute the strategies and meet the stated goal.

1. K-12 College & Career Awareness and Exploration: TISA Funded through budget tag: OTHER STUDENT SUPPORT/GUIDANCE (72130).
2. Student Level Data Tracking: TISA Funded through budget tags: REGULAR INSTRUCTION (71100) and REGULAR INSTRUCTION SUPPORT (72210).
3. Industry and Community Partnership: TISA Funded through budget tags: CAREER & TECHNICAL EDUCATION PROGRAM (71300) & CAREER & TECHNICAL EDUCATION SUPPORT (72230).
4. Partnership with Transition TN: TISA Funded through budget tag: SPECIAL EDUCATION SUPPORT (72220).
5. ACT Integration and Innovation: TISA Funded through budget tags: REGULAR INSTRUCTION (71100) and REGULAR INSTRUCTION SUPPORT (72210).
6. Professional Learning Communities: TISA Funded through budget tag: REGULAR INSTRUCTION (71100).
7. Professional Development: TISA Funded through budget tag: REGULAR INSTRUCTION SUPPORT (72210).
8. RTI2: TISA Funded through budget tag: REGULAR INSTRUCTION (71100).
9. Special Education Career & Post Secondary Focused Classes: TISA Funded through budget tags: SPECIAL EDUCATION INSTRUCTION (71200) & SPECIAL EDUCATION SUPPORT (72220).

- 10. Attendance: TISA Funded through budget tag: ATTENDANCE & PLANNING (72110).
- 11. Middle School student transition to High School: TISA Funded through budget tag: OTHER STUDENT SUPPORT/GUIDANCE (72130).
- 12. Naviance Student Platform: TISA Funded through budget tag: REGULAR INSTRUCTION (71100)

Public Comment and Board Approval

**Germantown (796) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Public Comment**

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1.

Details	Answer
Date(s) of opportunity for local public comment	
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	
Summary of public comment received. If no comments were received, state, "None received."	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	

**Board Approval**

TISA accountability reports should be presented to the local school board for approval prior to its submission to the department by November 1. Please select the option that best describes the board approval status when submitting the TISA accountability Report to the department.

- Board approval received. Minutes documenting board approval have been uploaded to the 'Related Documents' section.
- Board approval to be received after Nov. 1. The board agenda for the upcoming meeting or a memo referencing the board meeting date for which the TISA accountability will be on the agenda has been uploaded to the 'Related Documents' section. Immediately upon approval, my district will upload the minutes documenting board approval to the 'Related Documents' section and adjust the response to this question.

## **FIRST AMENDMENT TO LAND USE AGREEMENT**

This First Amendment to Land Use Agreement (herein the “First Amendment”) is made and entered into effective this \_\_\_\_\_ day of \_\_\_\_\_, 2025 and has reference to that certain Land Use Agreement dated March 2, 2020 (herein the “Agreement”) between the CITY OF GERMANTOWN, TENNESSEE (“City”) and the GERMANTOWN BOARD OF EDUCATION (“GMSD” or “School District”).

WHEREAS, both the City and GMSD respectively sponsor and facilitate flourishing athletic programs; and

WHEREAS; both the City and GMSD have increasing needs for additional fields and facilities on which their respective athletic programs can practice and host athletic events; and

WHEREAS, GMSD desires to reconfigure and/or replace certain softball fields to facilitate and support its burgeoning athletic programs; and

WHEREAS, the City desires to remain a steadfast and helpful partner of GMSD, while also making adequate provision for those athletic programs the City sponsors and facilitates; and

WHEREAS, the parties now have agreed to amend the Agreement in order to set forth certain additional expectations and obligations going forward.

NOW, THEREFORE, for good and valuable consideration, received or to be received, the sufficiency of which the parties mutually acknowledge, the parties agree to amend the Agreement as follows:

1. The language of existing Section 5.1(a) of the Agreement is deleted and the following is inserted in its stead:

(a) Notwithstanding any other provisions to the contrary contained herein, any right of the City to use of the Primary Softball Fields shall cease and terminate at such future time as GMSD may commence construction to reconfigure or replace the Primary Softball Fields. After said commencement of construction, all duties, terms, and obligations set forth in Section 2 of the Agreement, including, without limitation, the City’s obligations under Section 2.4 of the Agreement with respect to the Primary Softball Fields, shall be of no further force and effect. GMSD shall provide the City with prior written notice at least 120 days prior to said commencement of construction with respect to the Primary Softball Fields. Nothing set forth in this Section 5.1(a) shall impact the other respective duties and obligations set forth in this Agreement or otherwise cause a termination, or be interpreted as a termination, of this Agreement.

2. The terms of this First Amendment shall supersede any inconsistent terms in the Agreement, but all other terms of the Agreement that are not amended hereby are ratified and affirmed, including, without limitation, the City’s right to use the Third Softball Field and batting cages before, during, and after any

reconfiguration (as set forth in, and subject to, Sections 3, 4, 5.1(b), and 5.1(c) of the Agreement).

[SIGNATURE PAGES FOLLOW]

[SIGNATURE PAGE OF CITY TO FIRST AMENDMENT]

**IN WITNESS WHEREOF**, the Parties have executed this Agreement as of the day and year first above written.

CITY:

\_\_\_\_\_  
CITY OF GERMANTOWN, TENNESSEE

By: Honorable Mayor Mike Palazzolo

Title: Mayor, City of Germantown

ATTEST:

\_\_\_\_\_  
By: Michele Betty, Clerk

Approved as to form:

\_\_\_\_\_  
David E. Goodman, Jr., City Attorney

[SIGNATURE PAGE OF GMSD TO FIRST AMENDMENT]

**IN WITNESS WHEREOF**, the Parties have executed this Agreement as of the day and year first above written.

GMSD:

GERMANTOWN BOARD OF EDUCATION

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By: Angela Griffith, Chairman

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By: Jason Manuel, Superintendent