

Bedford County Board of Education

October 20, 2020 5:30 PM

Central Office Board Room

- I. PROCEDURAL ITEMS
 - A. Call to Order
 - B. Moment of Silence
 - C. Pledge of Allegiance
 - D. Opening Remarks
- II. CONSENT AGENDA
 - A. Approval of Agenda
 - B. Minutes from September 15, 2020 Monthly Meeting
 - C. Minutes from Special Called Meeting - October 6, 2020
- III. PRESENTATIONS
 - A. In-Person & Virtual Learning & Homeschool - Karen Scoggins, Ben Barrett, & Barry Bennett
 - B. Update on Fire at Cascade & Southside Windows - Daniel Kleindienst
- IV. ACTION ITEMS
 - A. Superintendent Evaluation Instrument
 - B. Superintendent Search
 - C. Revision - Policy 6.317 - SDHA
 - D. Revision - Policy 6.319 - Alternative Education

 - E. LEA Reopening and Programmatic Grant - New
 - F. CTE Perkins Basic Grant - Amendment #1
 - G. Elementary and Secondary School Emergency Relief (ESSER) - Revision 3 & 4
 - H. Federal Carryover Amendments
 - I. Architect Contract
 - J. August Monthly Financial Report - Revised
 - K. September Monthly Financial Report
 - L. Quarterly Financial Report
 - M. Budget Amendment #1
- V. REPORT ITEMS
 - A. Monthly Tax Analysis
 - B. Executive Committee Report
 - C. Superintendent's Report
- VI. OTHER BUSINESS
 - A. Acknowledge Special Programs and Achievements
 - B. FYI - Expenditures
 - C. FYI - Personnel
 - D. ADJOURNMENT

Chairperson

Superintendent

BEDFORD COUNTY BOARD OF EDUCATION

Minutes from September 15, 2020 Regular Monthly Meeting

The Bedford County Board of Education met in a regular monthly session on Tuesday, September 15, 2020 at approximately 5:30 p.m. in the central office building board room located at 500 Madison Street in Shelbyville. All members of the board were present (Neeley, Forsee, Anderson, Cook, Boutwell, Crews, Brown, Cashion and Reed). Prior to the meeting, Glenn Forsee, Dr. Andrea Anderson, Michael Cook, John Boutwell and David Brown were sworn in by County Clerk Donna Thomas after having won re-election in August.

Chairman Forsee called the meeting to order, followed by a moment of silence and the Pledge of Allegiance.

CONSENT AGENDA

The following consent agenda was approved by acclamation upon the motion and second of Neeley and Anderson:

CONSENT AGENDA

- A. Approval of Agenda
- B. Minutes from August 18, 2020 Regular Monthly Meeting
- C. Memorandum of Understanding with Centerstone
- D. SAVE Act Compliance Certification 2020-21

PRESENTATIONS

Update on Start of 2020-21 School Year Amid COVID-19 – Karen Scoggins, Barry Bennett, Ben Barrett, Tiffany Swain

Assistant Superintendent Karen Scoggins reviewed a one-page instructional team update (see document in September 15, 2020 board meeting file). Enrollment is 8,426 as of 9/11/2020 which is down 347 students from the same time last year. We are still trying to locate 65 students; sixty who registered for in-person learning and five for virtual. There are 513 in homeschool.

With regard to blended learning, teachers are using Microsoft Teams to video conference with students at home. Supervisors have visited classrooms and brought back concerns to the instructional team, who have been working to help with concerns and problems. Professional development in all those areas is being worked on, with over 20 hours having been offered in addition to job-embedded which began last week. There are 1,797 students in virtual learning at this time and they will now be locked-in to the program until the end of the nine weeks. If they choose they can stay in each nine weeks with an option to renew.

The devices purchased through the CARES Act arrived on Friday, September 11 and are being staged. The new technician that will help with troubleshooting and getting devices out will start work on September 28. A help desk was set up to address family concerns with technology.

Brian Crews shared a personal experience he and his daughter had with virtual learning during quarantine and said he wanted to brag on teachers, noting their ability to engage with students was phenomenal.

Mr. Crews said he had teachers who have approached him with concerns about students going in and out of the virtual program and said he felt it was important that if a family made the decision to be in the virtual program, that the system stand behind teachers. Mrs. Scoggins said that when the program launched, the statement was made that flexibility would be given to parents and students the first few weeks as some may not have fully understood what the program entailed, however at this point, as she stated earlier, they are locked-in for the remainder of the nine week grading period.

Mr. Crews asked about issues with district-issued devices, relating a problem his family had experienced and said that others had expressed difficulty getting on Classlink. Ben Barrett, Director of Technology, acknowledged there was some chaos initially, mostly due to not knowing passwords, etc. which had now died down. He said there had been only five emails today to the tech line. Mrs. Scoggins added, that at the start teachers were having to troubleshoot in the classroom while teaching and have since received emails from parents thanking them for being patient and walking them through the issues. Mr. Barrett added that with the second wave of students that came into virtual, it went much smoother because they had already received training in the classroom before going virtual.

Mrs. Neeley said she too had heard that virtual is working well, but that some secondary teachers had reached out with concerns about students logging in and then disappearing and not turning in assignments and one teacher that had reached out was unsure what on the protocols for such situations. Mrs. Scoggins said this is addressed in the attendance policy. If a student doesn't log in and participate or turn in work, then that is part of attendance and they will have to go through a multi-tiered process, per the state. The situation would be dealt with just as any normal attendance issue. High school principals met last week and discussed this very thing. It is the same as not showing up for class. Mrs. Neeley said that she had heard very good things about virtual, especially in the elementary grades, and thanked teachers for what they are doing.

Michael Cook noted the 1,797 enrolled in virtual and 513 in homeschool and said he didn't think virtual was going anywhere and that he felt the board needs to look at a virtual school, sooner rather than later and asked for thoughts.

Mrs. Scoggins said such a conversation would originate at the state level which would then give direction on how we would follow through locally. Superintendent Embry said that getting some of those who had gone to home school back into the system was an area of huge concern. Mrs. Scoggins noted a letter had gone out to these families outlining what the system has to offer them, in just such an effort to encourage them to return. Mr. Crews asked how the public systems can compete with home school.

Mrs. Scoggins noted that many who leave to home-school do so for a faith-based curriculum. Many programs do not have a requirement on time and are structured differently. Some parents like this

because it gives them flexibility. Some programs have students working within a module, and not interacting with a teacher. Some have no accountability and they don't follow the state standards.

Don Embry – “There are some programs that are very good and families are very involved but we have a large number that need to come back. These are the ones we need to target, because they are not getting a really good foundation at home.”

Michael Cook – “...with virtual and homeschool going the way they are going, I think we would be naïve to not pursue an option that would be beneficial for everyone.”

Mr. Reed asked how going all-virtual worked at Liberty since the school is located in a rural area of the county. Mrs. Scoggins said it went pretty well. Jump drives were provided to the students without connectivity. They could watch the classes for ELA and math on a phone and the work was downloaded to the jump drives for them to complete.

Mr. Forsee asked about the reduced number of students in the building due to virtual, and how that was affecting everything. Mrs. Scoggins said that kids are doing well, even though they may not like all they are being asked to do. The reduced number in the buildings allows for more space in the classroom so that in many classes we are able to space at six feet, which helps to lessen the need to quarantine. Less students have also helped with traffic issues.

Superintendent Embry said that the horse show break had come at an opportune time as the week prior to it Shelbyville Central and Liberty had gone all virtual due to spikes.

Mr. Crews lauded the platform on the website, saying it was phenomenal and so easy to operate and commended the technology department.

ACTION ITEMS

Elect Chair and Vice-Chair

Before relinquishing the floor to the Superintendent for election of the chair, Chairman Forsee asked for a vote of the board on the type of voting procedure they wished to use for the election, selecting either a voice/roll call vote or a ballot vote to be read aloud for the record. **Mr. Brown moved in favor of a ballot vote to be read aloud for the record. His motion was seconded by Dr. Anderson.** A show of hands indicated the motion failed, therefore the election was held by roll call vote.

The Superintendent then opened the floor for nominations for board chair. John Boutwell nominated Glenn Forsee. David Brown nominated Diane Neeley. Dr. Anderson moved that nominations cease. **A roll call vote was taken with David Brown, Dan Reed, Diane Neeley, Dr. Andrea Anderson, and Nicole Cashion voting for Mrs. Neeley and Brian Crews, Michael Cook, John Boutwell and Glenn Forsee voting for Mr. Forsee, therefore Diane Neeley was named chairperson.** Mrs. Neeley thanked the board for allowing her to serve as chair and said she would work very hard to execute their wishes.

Chairwoman Neeley opened the floor for nominations for the vice-chair position. Michael Cook nominated Brian Crews, who declined the nomination.

Dan Reed nominated David Brown. Glenn Forsee moved that nominations cease and Mr. Brown was elected unanimously. Mrs. Neeley congratulated the new vice-chair and said she looked forward to working with him.

Elect TLN Representative

Mr. Brown moved to re-elect Diane Neeley as the board's TLN representative. Mr. Forsee seconded the motion. Mrs. Neeley was re-elected TLN representative by a 9-0 vote.

Appoint TSBA Delegates & Alternates

The appointment of Dr. Andrea Anderson, Nicole Cashion, Diane Neeley, and Brian Crews as TSBA Delegates, with David Brown and Dan Reed serving as alternates, was **approved unanimously upon the motion and second of Mr. Forsee and Dr. Anderson.**

Resolution in Support of a Moratorium on State Standardized Testing for the 2020-21 School Year

The Chairwoman called attention to the proposed resolution (see document in September 15, 2020 board meeting file) she had requested at the previous month's meeting to effectively hold harmless teachers and students for testing due to COVID-19. **Dr. Anderson moved to adopt the resolution and forward it on. The motion was seconded by Mr. Crews.** Mr. Cook said he felt this was a good idea and that he felt the board should forward the resolution to everyone concerned, including local representatives and Commissioner Penny Schwinn. Superintendent Embry explained that TOSS had requested a copy and that TSBA is aware of it and will be forwarded a copy as well as local legislators, the Governor's office, the Department of Education and the State Board of Education. Mr. Brown asked how many other boards were doing such resolutions. Mr. Embry was aware of several. Mr. Brown felt the resolution to be a great idea. **Motion passed by a vote of 9-0.**

Policy 6.315 – Detention – New

The Superintendent explained that in recent updates to the Code of Conduct, it became evident that a policy on Detention was needed and recommended the proposed policy (see document in September 15, 2020 board meeting file). **Mr. Brown moved to adopt the proposed policy. His motion was seconded by Mr. Forsee, and passed 9-0.**

Policy 6.305 – Student Concerns – Revision

With the changes made earlier this summer to the Student Harassment policy and the adoption of the new Title IX policy, this proposed revision (see document in September 15, 2020 board meeting file) is to clarify that the policy is for general student concerns. The revision also recommends a name change from Student Concerns, Complaints & Grievances to Student Concerns. **The proposed revision was adopted unanimously, upon the motion and second of Forsee and Crews.**

Policy 6.314 – Corporal Punishment – Revision

Superintendent Embry recommended the proposed revision (see document in September 15, 2020 board meeting file) which would eliminate corporal punishment as a discipline option. **Dr. Anderson moved to approve the revision. Her motion was seconded by Nicole Cashion.**

Mr. Forsee asked how often corporal punishment has been used over the last few years. Superintendent Embry explained that a report on corporal punishment is required to be filed annually with the Office of Civil Rights and to his knowledge nothing had been reported over the last few years. Barry Bennett, Supervisor of Student Services said he thought it was more like no instances in the last three to four years.

The Superintendent asked Karen Scoggins, Assistant Superintendent, to give a brief refresher on positive behavior support. She explained that in the Code of Conduct, passed by the board last month, there are listed multiple measures principals and teachers may take as alternatives to corporal punishment in order to get students on the right track. The TN Behavior Support Project is a multi-tiered system of support around each of these levels. Every school encompasses a positive support such as a ticket system for elementary kids and the Renaissance Program for secondary students. The project presents the rules and the lessons that teach those rules. Students are taught there are two sets of rules so that the rules taught at home are not devalued. Students learn that when you come to school you are expected to follow the rules and if not there will be consequences. Those consequences depend on the severity of the infraction. Schools look for natural consequences. Mrs. Scoggins gave an example of a student caught skipping school. Rather than put them out of school for three days, because they skipped to avoid school, the reason for the infraction is determined in order to tailor the consequence to support the student.

Superintendent Embry added that he has cautioned staff against using corporal punishment due to grave liability issues, and has encouraged them to find other means through positive behavior support. Mrs. Scoggins listed multiple organizations that either recommend against corporal punishment such as American Academy of Pediatrics. It is banned by the military and prohibited by Head Start. There are only 19 states that still allow adults to administer corporal punishment to children. **Motion to approve the proposed revision eliminating corporal punishment passed by a vote of 8-1, with Mr. Brown voting no.**

Policy 6.309 – Zero Tolerance Offenses – Revision

After updating the Code of Conduct, it was clear that the policy on Zero Tolerance Offenses also needed updating, which resulted in a major rewrite and updates on every legal reference (see proposed revision in September 15, 2020 board meeting file). Superintendent Embry recommended the update. **Mr. Reed moved to approve the recommended revision and Mr. Forsee seconded the motion** and then commented that if there are safeguards in place for students in the Corporal Punishment policy just passed, then this policy provides safeguards to employees. He also appreciated that issues are handled on a case by case basis. Don Embry – “There are hard and fast laws that we have to follow, but these are handled on a case by case basis through the SDHA to rule on.” **Motion passed by a vote of 9-0.**

Policy 6.316 – Suspension – Revision

Superintendent Embry explained that while other discipline policies are being updated, he recommends the extensive revision and update to the Suspension policy (see document in September 15, 2020 board meeting file) that reflects current law. **The proposed revision was then accepted unanimously upon the motion and second of Mr. Forsee and Mr. Cook.**

Policy 6.317 – Student Disciplinary Hearing Authority – Revision

Superintendent Embry reviewed the proposed refresh to the SDHA policy (see document in September 15, 2020 board meeting file). **Mr. Forsee moved to approve the revision. His motion was seconded by Mr. Brown.** Mr. Crews had a concern with the statement that said the Board shall appoint members of the SDHA. **Mr. Forsee withdrew the motion. He then moved to table the revision for further editing. His motion was seconded by Mr. Boutwell and carried with a 9-0 vote.**

Policy 6.319 – Alternative Education – Revision

Superintendent Embry reviewed the proposed revision on the Alternative Education policy (see document in September 15, 2020 board meeting file). **Mr. Brown moved to approve the revision. His motion was seconded by Mr. Crews.** Mr. Cook asked for clarification on the grades listed on the first line of the policy. **Mr. Brown and Mr. Crews withdrew the motion and second and Mr. Brown moved to table the revision for clarification which was seconded by Mr. Crews. Motion carried 9-0.**

Bid 21-8 Propane

Director of Environmental Services Daniel Kleindienst recommended Henley Propane as the low bidder on Bid 21-8 Propane (see bids in September 15, 2020 board meeting file). **Michael Cook moved to approve the low bid for recommendation to county finance. His motion was seconded by David Brown and passed by a vote of 9-0.**

Bid 21-9 HVAC Filters

Mr. Kleindienst recommended Carolina Filters, Inc. as the low bidder on HVAC filters (see bids in September 15, 2020 board meeting file). He noted that Sam Woolbright had vetted the company, hearing only good things about them. Filters are ordered by the truckload, and he doesn't expect any problems with the order being filled. **Mr. Forsee moved to approve the low bid for recommendation to county finance. His motion was seconded by Mr. Crews and passed by unanimous vote.**

Bid 21-10 Light Bulbs

Mr. Kleindienst recommended City Electric Supply as the low bidder for Bid No. 21-10 Light Bulbs (see bids in September 15, 2020 board meeting file). He noted they were a local firm that has gotten this bid in the past and have done a fine job. **A motion was made by Mr. Brown to approve the low bid for recommendation to county finance. His motion was seconded by Mr. Crews.** Mr. Cook asked if these are just quotes for purchasing on an as needed basis, which Mr. Kleindienst confirmed was the case. **Motion then carried by a vote of 9-0.**

Bid 21-11 Roofing Repairs

On the bid for roofing repairs, Mr. Kleindienst recommended Don Kennedy Roofing Company as the low bid (see document in September 15, 2020 board meeting file), and noted the company comes highly recommended. **Mr. Forsee moved to accept the low bid for Bid 21-11 for recommendation to county finance. His motion was seconded by Mr. Crews.** Mr. Forsee asked about the scope of this bid and Mr. Kleindienst explained that a need for a roof repair arises almost monthly. His crews handle some of these repairs, but on any warranty work a company that is certified to do those repairs is called, as needed. **Motion passed by a vote of 9-0.**

IDEA Partnership Grant Amendment #2

Superintendent Embry explained that this amendment (see document in September 15, 2020 board meeting file) is to move \$1,125 from one line to another on the budget. **This amendment was accepted by unanimous vote, upon the motion and second of Cook and Forsee.**

August Monthly Financial Report

County Finance Director Robert Daniel noted there was nothing unusual to report in the monthly financial (see document in September 15, 2020 board meeting file). **The financial was approved by a vote of 9-0, upon the motion and second of Cook and Anderson.**

Superintendent Evaluation Instrument

Mr. Brown asked when the evaluation instrument needed to be approved. Per contract, the evaluation is to be completed by November 1. The board can take the suggestion of the executive committee recommended tonight to approve an instrument or defer for further study and come back next month to approve a mutually agreed upon instrument. There will be a period of public comment regarding the superintendent's performance for 2019-20, of which public notice will be given, and the superintendent will supply the board with documentation to complete the evaluation by November 1.

Glenn Forsee addressed the superintendent evaluation instrument before the Board for consideration. He said that the executive committee had come up with a suggestion to revise the instrument used last year (see document in September 15, 2020 board meeting file), due to some of the accountability information not being available for the 2019-20 school year because of COVID. The instrument used last for the 2018-19 year was a combination of the regular evaluation, the sections of which contained no value, and the performance bonus evaluation, which had attached value. The suggestion from the committee is to mark N/A the performance bonus section on scoring data and accountability and assign its value equally to the nine areas of the regular evaluation (Board Relationships, Community Relationships, Staff & Personal Relationships, Facilities-Finance & Human Resources, Vision, Student Achievement, Management & Operations, Integrity, Political-Social-Cultural Context).

Direction was being sought from the board on how to proceed as far as if they would accept the executive committee suggestion, or set a committee to work on it and bring something back next month, etc. Mr. Cook asked for clarification on who comprised the executive committee making the suggestion, and Mr. Forsee confirmed it was he and the Superintendent.

Mr. Crews wished to read the comments that were attached to the agenda item that Mr. Forsee was reading from. There was a pause of several minutes while this took place.

Mr. Crews moved to recommend that the new board chair meet with the Superintendent and get feedback to come back to the board with a document for them to accept or not accept. Mr. Brown requested to have more time to come up with a mutually agreed upon instrument in the future. The board secretary confirmed it is normal to approve the instrument earlier in the year, but due to COVID this had not transpired. **Mr. Boutwell seconded the motion. Motion carried by a vote of 9-0.**

Architect Contract for Community Wing Addition

Under consideration was a draft from the county (see document in September 15, 2020 board meeting file) of an architect contract for the wing at Community High. Board counsel had reviewed the document and made notations to it, as well as communicated to the board his advice on how to proceed. **Glenn Forsee made the following motion: "I move to approve the AIA agreement between the architect and the board with the amendments proposed by board counsel." David Brown seconded the motion.**

Mr. Brown said he was assuming that the board would see everything done with the document when the recommended changes have been executed. Mr. Forsee clarified that the motion reconciles counsel's legal advice with the contract. Mr. Cook said he was hesitant on the document and that in his opinion, there is a difference between an owner of a contract and an owner of real property and that he would like for the board to sit down with their attorney to have questions answered before they make any sort of recommendations on the contract.

The Chair noted there was a motion and second on the floor and asked if Mr. Forsee wished to withdraw his motion. Mr. Forsee asked that there be a vote for the motion and second on the floor. The vote was 5-4 in favor of the motion with Forsee, Brown, Anderson, Reed, and Neeley voting in favor and Boutwell, Cook, Crews, and Cashion opposed. Mr. Crews said he was confused that the board would do this prior to sitting down with their attorney. Then followed a brief debate.

Mr. Forsee observed that there was nothing to prohibit the board from meeting with their attorney on this matter and then made the following motion: "I move to authorize board counsel to enter into discussions with the county attorney to amend the document for approval by the county finance committee."

Brian Crews – "Based on your two motions, why would there be a need to meet with our attorney after he has ironed this out without knowing what we want and then further negotiating with the county attorney, still not knowing what we want. I'm lost." **Dr. Anderson moved to amend the motion by Mr. Forsee to say that the board would meet with their attorney Chuck Cagle before he meets with the county attorney. Mr. Forsee seconded the amended motion.**

There was more debate. Mr. Crews asked, "Can you convince me why we should sit down with this man and pay him more money when we have already agreed upon recommendations he has made." After continued debate, **Dr. Anderson withdrew her amended motion, reverting the board to the initial motion made by Mr. Forsee. The motion failed for lack of a second.**

Mr. Brown made a motion that the board meet with their attorney as soon as possible. Mr. Forsee noted that the attorney would bring back an amended document to discuss in the board's presence, according to the recommendations he had given them.

Mr. Boutwell made a motion to rescind Mr. Forsee's first motion that passed with a 5-4 vote, making the motion to accept recommendations from counsel null and void. His motion was seconded by Mr. Crews. The motion carried with a vote of 8-1, with Mr. Forsee voting no.

Mr. Brown again moved that the board meet with their attorney. Mr. Boutwell seconded the motion which carried by unanimous vote.

REPORT ITEMS

Monthly Tax Analysis

The monthly tax analysis (see document in September 15, 2020 board meeting file) was reviewed by Robert Daniel, who said that sales tax is on an increasing trend, which will hopefully continue.

Executive Committee Report

There was no executive committee report. The next regular meeting of the board will be on October 20, 2020 in the board room.

Superintendent's Report

The Superintendent reviewed updated COVID-19 numbers for the district (see document in September 15, 2020 board meeting file), noting that 121 students are under quarantine, with 9 COVID+ and 4 new cases this week. There are 11 faculty and staff under quarantine, with 4 COVID+ and one new case.

Giving an update on the Cascade Middle fire, the Superintendent reported that the fire marshal has granted partial occupancy in the gym of no more than 200 people, due to fire exits available. Approval is due for the cafeteria, theater and kitchen by October 3, depending on reports filed and inspections.

The Superintendent concluded his report by reading the following letter into the record:

September 15, 2020

Bedford County Board of Education

500 Madison Street

Shelbyville, Tennessee 37160

To: Members of the Board of Education

This letter is written notification that I am retiring from Bedford County Schools effective

December 31, 2020 after 40 years of service with the school system.

I want to thank each of you for giving me the opportunity to serve the students of Bedford County.

Sincerely,

Don Embry

Superintendent of Schools

Chairwoman Neeley said she would like to hand the letter back to the superintendent and that it was a bit of a shock, leaving her not knowing what to say at the moment.

Glenn Forsee commented that he and Mr. Embry have been in the trenches for well over 30 years together and that Mr. Embry has sterling integrity, with the highest regard for his position and all it entails and has served the county well in the classroom, athletics and administration. Glenn Forsee – “There is a verse in Proverbs – *As for me, I will walk in my integrity...* I have never known him not to. He is my friend. We have been colleagues. He was and is and will be my friend and my prayers will continue to be with you and Colleen as you move forward in life.”

OTHER BUSINESS

Glenn Forsee requested that in light of the superintendent’s decision, the board should make arrangements at the appropriate time to express their appreciation.

ADJOURNMENT

The meeting was adjourned on the motion of Mr. Boutwell at approximately 7:05 p.m.

BEDFORD COUNTY BOARD OF EDUCATION

Unofficial Minutes from October 6, 2020 Special Called Meeting

The Bedford County Board of Education met in a special called session on Tuesday, October 6 at approximately 5:00 p.m. in the central office building board room located at 500 Madison Street in Shelbyville, TN. Board members Neeley, Forsee, Anderson, Cook, Crews, Brown, and Cashion were present. Board members Boutwell and Reed did not attend.

Chairwoman Neeley called the meeting to order and noted that as the board embarks on finding a replacement for Superintendent Embry, the purpose of this meeting is to explore options open to the board by hearing from Dr. Tammy Grissom about the search services offered by the Tennessee School Boards Association (TSBA).

CONSENT AGENDA

The consent agenda to approve the evening's agenda of a presentation from TSBA on superintendent search services, was approved by acclamation upon the motion and second of Mr. Brown and Mr. Forsee.

PRESENTATION

National Superintendent Search Service by TSBA – Dr. Tammy Grissom, Executive Director of TSBA

Chairperson Neeley noted the board would be taking no action and that the presentation about to take place was for informational purposes only. She added that she would include the method for a superintendent search on the board's agenda for the regular monthly meeting in two weeks. Mrs. Neeley then turned the floor over to Dr. Tammy Grissom, Executive Director of TSBA.

TSBA partners with school board associations across the country to provide a national superintendent search service, so a local board's search can go out immediately nationwide. TSBA offers two plans – Plan 1 at a cost of \$6,500 and Plan 2 at a cost of \$11,500. Both plans were outlined in a handout (see document in October 6, 2020 board meeting file) on page 8. The main difference in the plans is that Plan 2 provides for conducting employee and community meetings and individual interviews with board members to help ascertain search criteria.

Plan 2 would take longer in order to hold the meetings and interviews and develop the criteria. The criteria would then be incorporated into a brochure about the search. All applications would go through the TSBA office to make sure all items required are in the packets. TSBA staff asks for help from outside their office to help with screening the applicants, but no one from Bedford County would be involved in the screening process. The board would let TSBA know if they want to hear from 3 to 5 candidates. Dr. Grissom said that three seems to be the number of candidates most requested.

The packet included a list of recent searches conducted by TSBA, with six completed so far in 2020. The chairman and their contact info are included so that board members can reach out and get input on how these boards liked the search service provided by TSBA.

Dr. Grissom referred the board to page 9 which was a schedule for a day of meetings under Plan 2 to garner input from the community. She said that the board would only be needed at the luncheon with business leaders, mayors, city council and county commission because staff and the community feel more free to talk if the board is not present.

Mr. Cook asked Dr. Grissom if TSBA conducted the last search that resulted in Superintendent Embry being hired. TSBA conducted the search prior to that, in 2011. The board conducted their own search in 2013.

TSBA will suggest a schedule for candidates to have an opportunity to meet the central office, teachers, mayor, and business leaders and provide at each forum a candidate reaction form. Dr. Grissom noted that this is ultimately the board's decision however it is nice to have that feedback and that not all board's use TSBA's suggestions for meeting with candidates in the community. She added it is a good idea to not schedule too many meetings for candidates that day and to give them a break prior to their evening interview with the board.

Mr. Forsee asked what was an average number of candidates that have applied for the recent searches conducted by TSBA. Dr. Grissom said between 15 to 20, and that she thought Tullahoma City Schools had 23 to 24 candidates. TSBA has contacts in every state that help them to vet candidates.

Mr. Brown asked of the recent six searches, how many boards chose Plan 1 or Plan 2. Dr. Grissom said that Bledsoe had gone with Plan 1, Maury with Plan 2, Arlington with Plan 1, Tullahoma City with a modified Plan 2 that only had a few meetings, Jackson-Madison County and Metro-Nashville with Plan 2. Mrs. Neeley noted that when the board had used TSBA's Plan 2 in a previous search, it did not preclude any local candidates from applying.

Mr. Crews asked how many other districts are looking right now, using TSBA and Dr. Grissom said none. Mr. Cook asked if any of the six searches just completed resulted in a superintendent being hired from out-of-state and Dr. Grissom answered that none were hired from out-of-state.

Mr. Forsee asked about the timeline for a search and if Dr. Grissom could give the board a ballpark window of how long it would take to hire a superintendent. Dr. Grissom said in her 31 years working in the business, she has seen a lot of changes and that the internet makes things go much quicker. For instance, in Arlington the hire was made within 2 or 3 months. That board asked that the job posting only be for two weeks. The posting goes out with the "click of a button" and the application process is done online. She added that lately the searches have been from 3 to 5 months in length. Dr. Grissom said if TSBA advertised and felt that they didn't have top candidates they would advise the board to keep looking or she might only be able to bring three top candidates, instead of five. TSBA's job is to screen for the top candidates.

Dr. Grissom – "Don't drag it out. Don't do that to your staff. The longer you wait, the more unrest there is. If you use us, or another, or do it yourself, just move on with it."

Glenn Forsee asked Dr. Grissom to give the board advice on how to clearly establish criteria for the position. Dr. Grissom referred to the policy on superintendent qualifications as being the minimum standards and the board would need to decide if they are looking for someone with a strong academic background, a strong financial or legal background. TSBA can provide sample criteria and could supply the board with what they used in the last search conducted by the organization. Tammy Grissom – “You can look at that and see if it is what this board believes but you have to have that discussion.” She added that if Plan 2 is chosen, those at the meetings will be given some criteria and asked to rank. If the board chooses Plan 1, Dr. Grissom said the board could go from what they chose last search and either go with it or make adjustments.

If the board chooses to use TSBA, the organization does all the legwork. If they choose to conduct the search themselves, the work falls to the chairperson to receive the applications, review them, etc.

Mr. Cook asked if TSBA would provide the questions to be used in interviews. TSBA provides questions that don't solicit a yes or no answer, rather an explanation and the questions are tied to the board's criteria.

Mr. Forsee asked how often TSBA would report to the board on progress with the search if they are chosen. Dr. Grissom said they would report weekly and more often if the board requested. Mr. Forsee followed with a question on what were the advantages to using TSBA versus the board conducting their own search. Dr. Grissom said time was definitely an advantage as they take the heavy load off the board chair. They do all the legwork, including answering questions from potential candidates and have the ability to thoroughly vet applicants through independent connections and not just the listed references.

Mr. Cook asked how many boards in Tennessee conduct their own search and added he felt it is wise to hire someone to conduct the search. Dr. Grissom wasn't sure but recalled that Coffee County had conducted their own search a few years ago.

Mr. Forsee asked if the candidates vet boards and Dr. Grissom said that she certainly would. She added that she thinks it is good for candidates to come in for that full day of meetings and interview and that the board has to sell their district. Mrs. Neeley noted that as board members, it is okay to check the references of any candidates independently, once they are narrowed down, and that is a step that perhaps wasn't followed by the board in the past – an experience from which she learned a great deal. Dr. Grissom – “I tell boards, it is your ultimate responsibility.”

David Brown asked, of the boards using TSBA services recently, how many chose a candidate from within the system and how many went out of the system with their hire. Dr. Grissom said that Bledsoe hired from within, Maury County went out of the system, Arlington hired within, Tullahoma City and Jackson-Madison went out, and Metro Nashville hired from within. It was noted that in using TSBA there is usually a good mix of inside candidates and those who are not local.

Dr. Anderson – “I was on the board with both of the searches. The one where you all came in was well organized. It was a busy week, but I felt it gave a very level playing field for candidates.” Dr. Grissom – “It is good when you do that schedule. You see a lot from people...a different side of people and see them in different situations talking to business leaders, the county commission, teachers...”

Diane Neeley – “This is by far the biggest decision we make. It affects employees and most of the families in the community.”

Mr. Crews asked the Chairperson if it would be appropriate when the board meets on October 20 to decide on what method of search, that they also have in advance of the meeting examples of search criteria so that they would be prepared to discuss that and set out the criteria for the job posting.

Chairperson Neeley – “I think the vision I have for this would be that we have options, or if you want to look for another agency, that is totally up to the majority. When we decide how to proceed, if we are going with TSBA, at that point when I contact Tammy we would develop a timeline. We will probably have to have a special called meeting or a retreat to flesh out what we are looking for.

Brian Crews – “Regardless of whether we go with TSBA or ourselves or another agency, I don’t think our criteria is going to change. If we could get that for our meeting, and discuss and prepare, if you could have before our next meeting...show us examples of our last posting, we could also approve our job posting instead of calling another meeting.”

Diane Neeley – “If we go with Option 1 where we don’t do community meetings and not get input, yes, that route would work well. If we choose to do Option 2, how we get to that final criteria would also be from community meetings where everyone had input and marry that all together. Is that a fair assumption?”

Dr. Grissom said she could supply the board with the criteria they used in the last TSBA search via email the next day so that the board could know what had been done in the past. She added the criteria may not vary, but the board may have different needs at this time. Mr. Crews said he thought the criteria would be the same.

Tammy Grissom – “If you do Plan 2, it is to get input from the community and staff. If you are going to decide it, I would suggest Plan 1; either is fine.”

Mr. Forsee asked if potential candidates could be solicited by board members. Dr. Grissom said if the board uses TSBA, they or anyone from the public is welcome to contact TSBA with the person’s information and they will send a letter that the person has been recommended to apply.

Mr. Crews asked if it is more difficult to place a superintendent in the middle of an academic year to which Dr. Grissom said it would be ideal if it could be at the end of an academic year but ultimately if the candidate really wants the job, it is not a problem. Also, many districts do searches in the middle of the year. She cautioned that at this time, there is not only a teacher shortage, but less people who want to be a superintendent during these trying times and the pandemic. Tammy Grissom – “The people who really want to come to Bedford County will apply, no matter the time.”

Michael Cook, referring to a board policy on recruitment and selection of the superintendent, said he assumed it was a model policy from TSBA and asked how many systems are like Bedford County and have a policy that an interim superintendent cannot be considered an eligible candidate for the job of superintendent. Dr. Grissom reminded that the board voted on this policy at some point and that she thinks the reason that boards do that is that they feel it gives the interim an unfair advantage over other candidates. She said she was in the middle of a search for Murfreesboro, where they have such a policy, but when finalists were presented to the board they decided they did want the interim to be considered.

Glenn Forsee – “Just to make sure we are clear, next board meeting things will move very quickly from there...a lot of action can take place.” Dr. Grissom – “If you tell me in two weeks you go with Plan 1, you give it to me...and we can have it out the door the next day or two. The job can be posted for whatever timeline you say. I work backwards. You give me a time for the superintendent to assume duties and I work backwards on the timeline.” She referred the board to a sample timeline on Page 8. “If you want them to start on January 1, we need to get on with it.” Mr. Forsee asked if that was realistic and Dr. Grissom said yes, it was. Chairperson Neeley asked if that was realistic in the event the board picks Plan 2. Dr. Grissom again said it was, however TSBA would have to get on with it and do extra steps to make sure that safety protocols are followed for meetings.

Michael Cook said he appreciated Dr. Grissom advising the board to make a selection quickly, however with the circumstances going on at this time, it may take the board longer than they would like in order to be diligent. Dr. Grissom replied, “Honestly, when you post it, you collect applications...how long do you want to collect them? Either they want to apply or they don’t.” Dr. Grissom noted that Arlington said two weeks on the job posting and they got a lot of applications.

Mr. Crews asked if there was a hybrid plan between Plan 1 and Plan 2. Dr. Grissom said no, not really, but she was willing to work with the board. (Tullahoma City in selecting Plan 2 only did one community forum).

Mr. Crews asked if the meetings mentioned in Plan 2 had to be done in-person. Dr. Grissom said a form is placed on the system website regardless of whether TSBA conducts meetings in person and that the form could be placed online, even if meetings are not conducted.

She reminded the board that the timeline is up to them and that they would need to decide when the superintendent would start work. Mr. Crews asked how often a former superintendent would work alongside a new superintendent. Dr. Grissom said, not often, and she didn’t recommend it, because that scenario would be hard on the staff.

ADJOURNMENT

The meeting was adjourned at approximately 5:45 p.m., on the motion of Mr. Forsee.

Instructional Team Update

10/20/2020

- 2020-2021 Enrollment: 8508 (as of 10/19/2020)
 - 2019 enrollment at this time: 8743
 - Pre-K enrollment: 204
 - Homeschool Enrollment
 - Independent – 213
 - Umbrella – 382
 - Online – 26
- School Updates
 - Teachers are using Microsoft Teams and phone calls to conduct parent teacher conferences this year.
 - Standards-based report cards are going out for Kindergarten and First grade this year.
- VLP

School	Students
Cascade Elementary School	28
Cascade Middle School	52
Cascade High School	70
Community Elementary School	42
Community Middle School	44
Community High School	79
Eakin Elementary School	71
East Side Elementary School	41
Harris Middle School	244
Learning Way Elementary School	61
Liberty School	101
Shelbyville Central High School	418
Southside Elementary School	27
Thomas Magnet School	16
TOTAL:	1,294

- Students were allowed to return to brick and mortar school on October 9 if they wanted to leave the VLP program.
- The next date to leave the VLP and attend brick and mortar school will be after winter break on January 5, 2021.

- Technology
 - 1424 devices have been staged for schools. Deliveries of these devices are almost complete.
 - An additional 350+ laptops has been ordered and begun arriving.

SUPERINTENDENT EVALUATION INSTRUMENT for 2019-20 School Year

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

BOARD RELATIONSHIPS

		VALUE
1. Keeps all board members informed on issues, needs and operation of the school system, including employment, promotion and dismissal of personnel.		
2. Has a harmonious relationship with the board.		
3. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.		
4. Maintains a high degree of understanding and respect between staff and the board.		
5. Recommends policies to the board that comply with state law and State Board of Education and Tennessee Department of Education rules and regulations; that protect the security and integrity of the district infrastructure and the data it contains; and that protect the rights and confidentiality of staff and students.		
6. Interprets and executes the intent of the board policy through the development of administrative procedures.		
7. Seeks and accepts constructive criticism of work from the board.		
8. Supports board policy and actions to the public and staff.		
9. Remains impartial toward the board, treating all board members alike.		
10. Maintains/improves relations with the Board by consistent and appropriate interpersonal and professional interactions including but not limited to periodic joint seminars, workshops and training sessions.		
11. Refrains from criticism of members of the board.		
12. Uses legal counsel in governance and procedures to avoid civil and criminal liabilities.		
13. Goes immediately and directly to the board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the board, in an earnest effort to resolve such difference immediately.		
14. Bases position with regard to matters discussed by the board upon principle, and is willing to maintain that position without regard for its popularity until an official position has been reached, after which time the superintendent supports the decision of the board, as long as he/she remains in its employ.		
TOTAL MEAN SCORE FOR BOARD RELATIONSHIPS	0.0	\$0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

COMMUNITY RELATIONSHIPS

1. Uses information about family and community concerns, expectations, and needs regularly.		VALUE
2. Secures available community resources to help the school district solve problems and achieve goals.		
3. Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.		
4. Treats community stakeholders equitably.		
5. Recognizes and values diversity.		
6. Uses public resources and funds appropriately and wisely.		
7. Models community collaboration for staff.		
8. Encourages parental involvement.		
TOTAL MEAN SCORE FOR COMMUNITY RELATIONSHIPS	0.0	\$ 0.00
PERFORMANCE GOAL: Enhance and Improve Communications with All Groups Worth 5% or \$500.00 (Indicate percentage as 100, 75, 50, 25, 0 of goal met)	%	VALUE
- Coordinate with the system-wide Communications Coordinator to promote positive interactions between schools and the community.		
- Promote the school system through social media and system-wide newsletters.		
- Regularly update the Board of Education via emails.		
- Update the Budget 101 document each year to reflect each school year's budget.		
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: COMMUNICATIONS	0%	\$ 0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

STAFF AND PERSONAL RELATIONSHIPS

1. Treats all personnel fairly.		VALUE
2. Delegates authority to staff members appropriately.		
3. Identifies and applies appropriate policies, criteria and processes for the recruitment, selection, induction, compensation and separation of personnel with attention to issues of equity and diversity.		
4. Demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development.		
5. Offers professional development that is focused on student learning consistent with the school districts vision and goals.		
6. Considers diversity in developing learning experiences.		
7. Uses technologies in teaching and learning.		
8. Recognizes staff for their professional achievements.		
9. Models learning for staff.		
10. Provides shared leadership and decision-making opportunities for staff that promotes a climate of collaboration and collegiality.		
TOTAL MEAN SCORE FOR STAFF AND PERSONAL RELATIONSHIPS	0.0	\$0.00
PERFORMANCE GOAL: PROMOTE LEADERSHIP	Worth 10% or \$1,000.00	VALUE
	(Indicate percentage as 100, 75, 50, 25, 0 of goal met)	%
- Conduct leadership training and meetings with Assistant Principals and less experienced Principals.		
- Work with younger, less experienced Principals to become effective leaders.		
- End of year Retreat with all supervisors, principals and assistant principals to plan for upcoming school year.		
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: LEADERSHIP	0%	\$ 0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

FACILITIES, FINANCE AND HUMAN RESOURCES

1. Demonstrates knowledge of school facilities and develops a process that builds internal and public support for facility needs, including bond issues and capital improvement plans.		VALUE
2. Ensures the maintenance of school property and the safety of personnel and property.		
3. Meets and works collaboratively with the Board and appropriate staff to determine priorities for budgeting and the effective allocation of space and human resources.		
4. Utilizes human and material resources outside the district that may support and/or enhance the achievement of goals and objectives.		
5. Provides accurate and timely reports to the board on the financial condition of the school system.		
6. Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.		
7. Develops and monitors long-range plans for school and district technology and information systems and makes informed district decisions about computer hardware and software and staff developing needs while allocating resources consistent with district plan.		
8. Acquires, allocates and manages district resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools and programs.		
9. Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.		
10. Demonstrates budget management including financial forecasting, planning, cash flow management, account auditing and monitoring and oversees the district's fiduciary responsibilities.		
11. Establishes and sustains partnerships with community agencies to provide additional resources to support the social and emotional growth and development of at-risk students.		
TOTAL MEAN SCORE FOR FACILITIES, FINANCE AND HUMAN RESOURCES	0.0	\$0.00
PERFORMANCE GOAL: SCHOOL FACILITIES	Worth 10% or \$1,000	VALUE
	(Indicate percentage as 100, 75, 50, 25, 0 of goal met)	%
- Identify and purchase land for new elementary school.		
- Continue to update 10 year building plan.		
- Monitor Learning Way construction project.		
- Continue to monitor, coordinate, and plan to update facility needs across the system.		
- Improve outdoor facilities throughout the system.		
- Coordinate with the maintenance department to develop a long-range capital outlay plan for roofs, HVAC, boilers, etc.		
- Begin to develop a rezoning plan for new elementary school.		
- Develop and implement a comprehensive energy management plan.		
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: FACILITIES	0%	\$ 0.00

PERFORMANCE GOAL: FINANCIAL MANAGEMENT	Worth 10% or \$1,000	%	VALUE
(Indicate percentage as 100, 75, 50, 25, 0 of goal met)			
- No major findings in School Financial Audits.			
- Work with County Commission in obtaining funds for new school.			
- Maintain a fiscally responsible budget, conservative expenditures and continued growth of fund balance`.			
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: FINANCIAL MANAGEMENT		0.00%	\$ 0.00
PERFORMANCE GOAL: HUMAN CAPITAL	Worth 5% or \$500.00	%	VALUE
(Indicate percentage as 100, 75, 50, 25, 0 of goal met)			
- Recruit and retain highly effective teachers for our schools.			
- Increase the pay for all employees.			
- Provide more benefits for all employees.			
- Begin to Grow Our Own future teachers through middle school and high school courses.			
- Strive for competitive wages and benefits for all employees.			
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: HUMAN CAPITAL			\$ 0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

VISION

	VALUE
1. Works effectively with board, staff, and community to develop long-range strategic plans.	
2. Initiates communication and facilitates cooperation and collaboration among staff regarding the district’s mission, curriculum and program initiatives.	
3. Keeps board and community informed of progress towards long-range goals.	
4. Clearly articulates system’s vision, mission and priorities to community and media.	
5. Inspires others to achieve the vision of the school system.	
6. Recognizes and celebrates the contributions of school community members to the realization of the vision.	
7. Ensures that the vision shapes the educational programs, plans, and activities.	
8. Uses assessment data related to student learning to develop the school district vision and goals.	
9. Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals.	
10. Seeks and obtains needed resources to support the implementation of the school district mission and goals.	
11. Monitors, evaluates and advises the vision, mission, and implementation plans regularly.	

TOTAL MEAN SCORE FOR VISION	0.0	\$ 0.00
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RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

STUDENT ACHIEVEMENT

1. Develops, implements, promotes and monitors continuous improvement in student achievement by using a variety of appropriate techniques.		VALUE
2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement.		
3. Establishes curriculum planning to anticipate occupational trends and school-to-career needs.		
4. Uses child development and learning theories to create developmentally appropriate curriculum and instruction.		
5. Develops the curriculum design and delivery system based on curricular and assessment standards as well as effective and innovative practices.		
6. Provides equitable access for students and staff to technologies that facilitate productivity and enhance learning.		
7. Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment.		
8. Reviews analyses of student academic achievement through standardized test results and other academic sources.		
9. Applies and communicates qualitative and quantitative findings to identify strengths and weaknesses in programs and practices in order to ensure continuous improvement.		
10. Develops, monitors and assesses district and school improvement plans, including the regular review and analysis of district's test scores by school and sub-groups.		
11. Formulates plan to assess appropriate teaching methods and classroom management strategies for all learners.		
12. Analyzes available instructional resources including applications of technology and assign them in cost effective and equitable manner to enhance student outcomes.		
13. Works collaboratively with members of the staff in using student achievement data to determine relevant professional development opportunities.		
14. Meets with principals regularly to provide feedback on goal achievement and to assess ongoing school improvement efforts.		
15. Encourages various staffing patterns, student grouping plans, class scheduling plans, school organizational structures and facilities design processes to support various teaching strategies and desired student outcomes.		
16. Reviews, reports and reacts appropriately to state accountability measures.		
17. Identifies, clarifies, and addresses barriers to student learning.		
18. Recognizes and celebrates student accomplishments.		
19. Models learning for students.		
TOTAL MEAN SCORE FOR STUDENT ACHIEVEMENT	0.0	\$ 0.00

PERFORMANCE GOAL: PROMOTE ACHIEVEMENT ACROSS THE SYSTEM	Worth 20% or \$2,000.00 (Indicate percentage as 100, 75, 50, 25, 0 of goal met)	%	VALUE
— All schools receive a minimum of Level 3 or higher in gains on the TVAAS system.			N/A
— A district determination of “Satisfactory” or higher in district accountability measure.			N/A
- System-wide graduation rate of 92% or higher.			
- System-wide ACT composite average of 21.			
— Overall absenteeism not to exceed 10%.			N/A
— Increase ELPA success rate.			N/A
— Increase proficiency in ELA.			N/A
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: ACHIEVEMENT		0%	\$ 0.00
PERFORMANCE GOAL: TECHNOLOGY IN CLASSROOM	Worth 5% or \$500.00 (Indicate percentage as 100, 75, 50, 25, 0 of goal met)	%	VALUE
- Continue to update infrastructure requirements as needed for testing and curriculum.			
- Monitor and evaluate the one-to-one device program started this year in the high schools.			
- Continue to increase the number of computers and other devices in our schools.			
- Have a comprehensive plan in place for technology in schools.			
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: TECHNOLOGY		0.00%	\$ 0.00
PERFORMANCE GOAL: SCHOOL SAFETY	Worth 5% or \$500.00 (Indicate percentage as 100, 75, 50, 25, 0 of goal met)	%	VALUE
- Provide safe learning environment for all students and employees			
- Continue to work with the local Sheriff’s Department in providing training highly effective Student Resource Officers			
- Continue to monitor and maintain comprehensive safety plans for each school in conjunction with local law enforcement and emergency management agencies			
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: SCHOOL SAFETY		0.00%	\$ 0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

MANAGEMENT AND OPERATIONS

		VALUE
1. Recognizes, students and applies emerging trends as appropriate.		
2. Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.		
3. Manages time to maximize attainment of organizational goals.		
4. Identifies potential problems and opportunities.		
5. Confronts and resolves problems in a timely manner.		
6. Aligns financial, human, and material resources to the goals of school district.		
7. Identifies multiple points of view for problem solving situation and involves stakeholders in decisions affecting schools.		
8. Solicits staff input to discuss issues and to promote effective problem-framing and problem-solving skills.		
9. Demonstrates professional and effective conflict resolution skills.		
10. Uses effective group-process and consensus building skills.		
11. Uses effective communication skills.		
12. Participates in professional learning that is aligned with strategic plan and enhances leadership skills.		
13. Implements and enforces school district code of conduct and appropriate and effective disciplinary policies, procedures and programs in a timely and consistent manner.		
14. Promotes a climate of trust and teamwork within the district.		
15. Clearly communicates expectations regarding behavior and procedures for handling disciplinary problems to students, staff, parents and other members of the community.		
16. Establishes procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma.		
TOTAL MEAN SCORE FOR MANAGEMENT AND OPERATIONS	0.0	\$ 0.00

	%	VALUE
PERFORMANCE GOAL: PROMOTE A TEAM APPROACH AT EVERY LEVEL ACROSS THE SYSTEM Worth 5% or \$500.00 (Indicate percentage as 100, 75, 50, 25, 0 of goal met)		
- Hold regular staff meetings with various levels of leadership teams.		
- Monthly administrative team meetings with supervisors and principals		
- Conduct smaller grade level meetings and departmental meetings throughout the year.		
- Provide support for Principals and Assistant Principals in handling different problems.		
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: TEAM APPROACH	0%	\$ 0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

INTEGRITY, FAIRNESS AND ETHICS

		VALUE
1. Examines personal and professional values to develop a personal and professional code of ethics that demonstrates personal integrity.		
2. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.		
3. Serves as a role model.		
4. Accepts responsibility for school operations.		
5. Considers the impact of one's administrative practices on others.		
6. Uses the influence of the office to enhance the educational program rather than for personal gain.		
7. Treats people fairly, equitably, and with dignity and respect.		
8. Protects the rights and confidentiality of students and staff.		
9. Demonstrates appreciation for and sensitivity to the diversity in the school community.		
10. Exhibits multicultural and ethnic understanding and sensitivity.		
11. Recognizes and respects the legitimate authority of others.		
12. Examines and considers the prevailing values of the diverse school community.		
13. Expects and promotes that others in the school community will demonstrate integrity and exercise ethical behavior throughout the district.		
14. Fulfills legal and contractual obligations.		
15. Applies laws and procedures fairly, wisely, and considerately.		
16. Maintains the physical and emotional wellness necessary to meet the responsibilities of the position.		
TOTAL MEAN SCORE FOR INTEGRITY, FAIRNESS AND ETHICS	0.0	\$0.00

RATING SYSTEM: 5-Exemplary Performance, 4-Above Expectations, 3-At Expectations, 2-Below Expectations, 1-Needs Improvement

POLITICAL/SOCIAL/CULTURAL CONTEXT

1. Ensures that the environment in which schools operate is influenced on behalf of students and their families.		VALUE
2. Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate.		
3. Ensures that there is ongoing dialogue with representatives of diverse community groups.		
4. Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.		
5. Ensures that lines of communication are developed with decision-makers outside the school community.		
6. Promotes and expects a district-based climate of tolerance, acceptance and civility.		
7. Establishes a culture that encourages responsible risk-taking while requiring accountability for results.		
TOTAL MEAN SCORE FOR POLITICAL/SOCIAL/CULTURAL CONTEXT	0.0	
PERFORMANCE GOAL: CONTINUE TO IMPROVE THE CULTURE OF THE SCHOOL SYSTEM	Worth 5% or \$500.00	VALUE
	%	
(Indicate percentage as 100, 75, 50, 25, 0 of goal met)		
- Engage with Supervisors and School Administrative teams in promoting a student-centered learning environment.		
- Continue with Professional Learning Community work.		
- Facilitate and promote “family friendly” schools by removing barriers that cause a negative attitude towards schools.		
- Increase community outreach opportunities.		
- Increase family involvement programs throughout the system.		
TOTAL MEAN SCORE FOR PERFORMANCE GOAL: CULTURE	0%	\$ 0.00

SCORES OF A 2 OR BELOW REQUIRE COMMENTARY. PROVIDE REQUIRED OR VOLUNTARY COMMENTS HERE:

Superintendent's Documentation for 2019-20 Goals

Continue to Improve the Culture of the School System

- Engage with Supervisors and School Administrative teams in promoting a student-centered learning environment.
- Continue with Professional Learning Community work.
- Facilitate and promote “family friendly” schools by removing barriers that cause a negative attitude towards our schools.
- Increase community outreach opportunities.
- Increase family involvement programs throughout the system.
 - Numerous meetings with administrators & grade level teachers for instruction of subgroups as part of Response to Intervention (RTI)
 - Increased dialogue with building principals to improve school culture, communication, and instruction based on the needs of each individual school
 - Continued Schoolwide Positive Behavior Support (SWPBS) program across the system in conjunction with the state's Trauma Informed Discipline Practices
 - Ongoing requirement of PLCs in all schools
 - Conducted meetings with administrators to promote their schools as “family friendly”
 - Planned and advocated for continuous improvement of facilities at schools across the system

Promote a Team Approach at Every Level Across the System

- Hold regular staff meetings with various levels of leadership teams.
- Monthly administrative meetings with supervisors and principals.
- Conduct smaller grade-level meetings and departmental meetings throughout the year.
- Conduct one-on-one meetings with Principals to discuss areas of need.
- Provide support for Principals and Assistant Principals in handling difficult problems.
 - Regular staff meeting with instructional team/supervisors (see attached calendar)
 - Conducted administrative meetings with supervisors and principals (see attached calendar)
 - Held annual administrator's retreat at the end of the school year. Debriefed previous year, planning for upcoming year, training and legal updates for principals and assistant principals.
 - Reorganized/streamlined Starting Smart held at Cascade High
 - Required Professional Learning Communities (PLCs) in all schools

- Addressed all new teachers at system-wide in service
- Numerous grade level and sub-group level meetings on curriculum standards conducted almost weekly
- Additional Financial Management Training for Principals and Bookkeepers & organized meeting with Dr. David Hass
- Staff Development presentations for new staff from the Office of Civil Rights
- Additional training for schools on school security
- Zoom meetings (see attached calendar)

Enhance and Improve Communication with All Groups

- Coordinate with the system-wide Communications Coordinator to promote positive interactions between the schools and community.
- Promote the school system through social media and system-wide newsletters.
- Regularly update the Board of Education via emails.
- Update the Budget 101 document each year to reflect each school year's budget.
 - Addressed all teachers during CORE conference
 - Teacher recruitment at MTSU and other universities
 - Met with Youth Leadership Bedford
 - Spoke to various PTOs and civic clubs throughout the year
 - Certified school system with the Chamber's 3 Star Award
 - Encourage an open line of communication to my office
 - Member of Joint Economic Development Board, Workforce Development Area Six Board of Directors, local Chamber of Commerce Board of Directors, Technology Advisory panel
 - Ready, Set, Go kindergarten orientation in the spring
 - Continue with Partners in Education program implemented with the Chamber to match local business partners with each of our schools
 - Regularly updated the Board of Education via emails
 - Issued a superintendent newsletter in English and Spanish to all staff and stakeholders via the school website, emails, School Messenger and social media
 - Updated Budget 101 document developed to inform stakeholders on budget basics
 - Represented the school system at numerous community functions such as Boys and Girls Club, United Way, school activities, school ballgames, Boy Scouts, Senior Citizens, CTE Committee
 - Continued doing a monthly radio show on local radio station highlighting various topics throughout the school system

- Increased the social media information through newsletters, Twitter, Facebook, and Instagram
- New school-system website
- Zoom call-in with staff and faculty meetings
- Planning/coordination of virtual classrooms for 2020-21

Promote Leadership

- Conduct leadership training and meetings with Assistant Principals and less experienced Principals.
- Work with younger, less experienced Principals to become effective leaders
- End-of-year Retreat with all supervisors, principals and assistant principals to plan for upcoming school year.
 - Conducted regular monthly principal meetings and other smaller grade level/school level principal's meetings as needed. One on one meetings with principals to seek input on various issues.
 - Involving assistant principals in more Student Discipline Authority hearings to gain experience as administrators.
 - All principals participated/attended Leadership 101,202,303 training by the Tennessee Department of Education
 - Joined in partnership with Lincoln, Marshall, and Maury County school systems in conjunction with Lipscomb University to identify and train potential administrator candidates.
 - Attend TOSS meetings and other trainings and bring that information back to pass along to administrators
 - Attended the State Superintendent's Conferences in September and February
 - Served on MTSU Leadership Board for education department

Promote Achievement Across the System

- All schools receive a minimum of Level 3 or higher in gains on the TVAAS system
- A district determination of "Satisfactory" or higher in district accountability measure
- System-wide graduation rate of 92% or higher
- Improve system-wide ACT composite average of 21
- Overall absenteeism rate not to exceed 10%
- Increase ELPA success rate
- Increase proficiency in ELA
 - Regular meetings with the District Data Team to analyze data and planning
 - Placed an increased emphasis with Instructional Supervisors and School Administrators in raising ELA scores and improving ELA instruction in collaboration with Instruction Partners. Continued emphasis with Instruction Partners during the Spring of 2020
 - Graduation rate of 91% - holding steady from previous school year @ 91.3%
 - System-wide ACT composite average of 18.9%, a slight drop from 19.5%; a trend experienced statewide

- There were no major findings in school financial audits
- Increased involvement with local TCAT, Shelbyville to increase offerings to high school students

School Facilities

- Identify and purchase land for new elementary school.
- Continue to update 10-year building plan.
- Monitor Learning Way construction project.
- Continue to monitor, coordinate, and plan to update facility needs across the system.
- Improve outdoor facilities throughout the system.
- Coordinate with the maintenance department to develop a long-range capital outlay plan for roofs, HVAC, boilers, etc.
- Begin to develop a rezoning plan for new elementary school.
- Develop and implement a comprehensive energy management plan.
 - Completed Learning Way addition
 - Planned for Community Wing addition-and capital projects for 2020-21
 - Planned and advocated for funding projects through capital outlay at schools across the system
 - Continue to work with board to keep current the master building plan
 - Capital outlay improvements, including new windows at Southside for 2020-21
 - Continuous planning with Daniel Kleindienst on facilities improvement across the system
 - Meetings on energy savings with Daniel Kleindienst

Technology in Classrooms

- Continue to update infrastructure requirements as needed for testing and curriculum.
- Monitor and evaluate the one-to-one device program started this year in the high schools.
- Continue to increase the number of computers and other devices in our schools.
- Have a comprehensive plan in place for technology in schools.
 - Through budget have more than adequately addressed the technology needs to meet TN Ready and TCAP assessments
 - We started the 2019-20 school year with 8,736 devices. The number increased to 10,110 for 2020-21.
 - Continue working towards open source for textbooks through professional development with teachers
 - Expanded one to one classrooms in preparation for one to one across the system

Human Capital

- Recruit and retain highly effective teachers for our schools.
- Increase the pay for all employees.
- Provide more benefits for all employees.
- Begin to Grow Our Own future teachers through middle school and high school courses.
- Strive for competitive wages and benefits for all employees.
 - Virtual classroom instruction started/planning for 2020-21
 - Implemented Grow Your Own through grant at MTSU

July 2019

July 2019							August 2019						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	31

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jun 30	Jul 1	2	3	4	5	6
	Destin					
				Independence Day (United States)		
7	8	9	10	11	12	13
	Instructional Team	11:30am Lunch with Greg Vick, Rich Rhoda, Laura Monk (The Coffee Break On 7:00pm Commission	9:00am Inform Training for Principals (SD and Lab) - Karen 12:00pm Lunch with Ed, Saylor, etc.	Instructional Team 10:30am Austin Swing 11:30am Dr. Eakes, Dr Bill, Dr. Jolly		
14	15	16	17	18	19	20
	9:00am Jeremy Wilhelm 9:30am Learning Way 10:00am Harris Middle 10:30am SCHS 10:45am Cascade	8:00am System wide new student 12:00pm Executive Committee (Central 5:30pm Monthly School	12:00pm Lunch for Summer workers (100 J.G. Helton Dr - Shelbyville, TN, United States)	8:00am FW: Invitation: 9:00am Radio Show 10:30am Kirk / Smyrna 11:00am Return Visit 12:00pm Chamber	9:00am Haircut	
21	22	23	24	25	26	27
	9:00am Thrivist training 2:00pm Move in date	Sheila Bratton - Starting Smart (Harris Middle School - 570 Eagle Blvd, Shelbyville, TN 37168) 11:30am Invitation: Chamber Board 4:15pm Finance committee	Meet with New Teachers 9:00am Principals Meeting - Don Embry	8:00am Invitation: 9a Cascade HS Walk 11:30am Starting smart 1:30pm Tiffany Swain		8:10am Member Guest
28	29	30	31	Aug 1	2	3
Member Guest	8:00am 9:30pm StoneRoot Horticulture (1141db Drive, Shelbyville, TN 37160)	Bus drivers training (Park complex) 8:00am - 12:00pm Core Conference Elliott Kinzer w/ Principals 12:00am Kirk's birthday		8:00am HK Derryberry 11:30am Speak to bus		

August 2019

August 2019							September 2019							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
	4	5	6	7	1	2	3	1	2	3	4	5	6	7
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18	19	20	21	22	23	24	15	16	17	18	19	20	21	
25	26	27	28	29	30	31	22	23	24	25	26	27	28	
							29	30						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jul 28	29	30	31	Aug 1 Core Conference 9:00am Kay Prince 11:15am SCHS	2 8:00am 2 hour day 6:00pm Smyrna - Shelbyville scrimmage (Shelbyville Central)	3
4 2:00pm Cascade dedication	5 8:30am Cascade 9:00am Eakin, Learning 9:00am Jim Tracy dad 11:00am East Side 2:00pm 1st full day	6 8:30am Cascade 10:00am Finance Office 11:00am South Side, Liberty, Thomas 6:30pm Haircut	7 8:30am Landscaping 9:00am Community Schools	8 SCHOOL VISITS 11:30am Dr Eakes, Dr. Gill, Dr. Jolly	9 SCHOOL VISITS	10 6:00pm
11	12 7:00am Invitation: Partners In Education Kick Off Breakfast @ Mon Aug 12, 2019 7am - 8am (CDT)	13 SCHOOL VISITS 10:00am Emma game 7:00pm Commission	14 2:00pm Rebecca Jones - First Community Bank (500 Madison St - 500 Madison St, Shelbyville, TN,	15 9:00am Radio Show WLIJ (236 Woodland 12:00pm Chamber Workforce 12:00pm Invitation:	16 9:00am Kacy Boundurant 1:00pm Architect 2:00pm Go to stuff the 7:00pm MBA	17
18	19 Instructional Team	20 9:00am ATSI (Fayetteville city 5:30pm Monthly School Board Meeting - Don 6:30pm Emma game	21 9:00am FW: ACT Planning Meeting 9:00am Principals Meeting (500 1:30pm Alan Gill	22 MTSU Leadership Board SCHOOL VISITS 9:30am DAV Veterans radio show - school security (236	23 9:00am South Central Superintendent Study 10:30am FW: Invitation: Bedford County 6:00pm Cassa Westville	24
25	26	27 4:15pm Finance committee 6:30pm Emma game (Eagleville High	28 6:30am Haircut	29	30 7:00pm Centennial (Centennial High School - Centennial High School, 5050	31 To Sep 2 →
Horse Show break						

September 2019

September 2019

Su	Mo	Tu	We	Th	Fr	Sa
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29	30					

October 2019

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20	21	22	23	24	25	26
27	28	29	30	31		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sep 1 ← Horse Show break	2 Labor Day (United States)	3 School resumes 6:30pm Emma game (Stewarts Creek High School - 301 Red Hawk Pkwy, Smyrna,	4 SCHOOL VISITS	5 McDaniel Birthday 8:30am Supervisor's Meeting - Don Embry 5:00pm College Night 5:00pm Fall District	6 Andrea birthday 8:00am House closing 2:00pm Connie Farmer 7:00pm Overton (Overton High School)	7 1:00am Drop off Buddy 9 - 11 8:00pm Chattanooga Chelsey Osborne wedding
8 11:00am TOSS (Gatlinburg) 12:00pm 1:00pm 2019 Superintendent Study Council Conference (Park Visa Hotel Gatlinburg; 705 Cherokee Orchard Rd)	9 9:30am Instructional Team (War Room) - Karen Scoggins	10 10:30am Chamber Coffee 7:00pm Commission	11	12 Emma's Birthday 11:30am Dr Fakes, Dr Gill, Dr Jolly 12:00pm Emma	13 8:30am Eakin Inform TN - Ben Barrett 10:30am Community 2:30pm Marsha 7:00pm Riverdale	14
15	16 8:30am Thomas Inform TN - Ben Barrett 10:30am East Side InformTN - Ben 1:30pm Cascade Middle	17 8:30am Cascade 10:30am Community 1:30pm Liberty 5:30pm Monthly School 6:30pm Emma game	18 SCHOOL VISITS	19 9:00am Radio Show WLIJ (236 Woodland 12:00pm Chamber Workforce 4:00pm Barry's mother	20 11:00am Haircut 6:00pm McGavock (Smyrna High School - 100 Bulldog Dr, Smyrna, TN 37167,	21 Hotel: Hilton, Atlanta (2055 S 9:00am Take buddy between 9:00 and 11:00 7:05pm Atlanta Drive
22 Hotel: Hilton, Atlanta (2055 S 9:00pm Buddy pick up between 5-6	23 8:30am SCHS Inform TN - Ben Barrett 10:30am Community High InformTN - Ben 11:00am Architect	24 11:30am Invitation: Chamber Board 4:15pm Finance committee 6:30pm Emma game	25 SCHOOL VISITS 1:30pm Greg Vick	26 MTSU Leadership Board 12:00pm Invitation: Workforce 3:30pm Cliff Carlock 6:00pm New Event (11)	27 Staff Development Day 7:00pm Antioch (Antioch High School - 1900 Hobson Pike, Antioch, TN 37013,	28
29	30 Instruction Partners	Oct 1	2	3	4	5

October 2019

October 2019							November 2019						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5						1	2
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13	14	15	16	17	18	19	10	11	12	13	14	15	16
20	21	22	23	24	25	26	17	18	19	20	21	22	23
27	28	29	30	31			24	25	26	27	28	29	30

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
Sep 29	30	Oct 1	2	3	4	5	
		3:30pm Emma game (Smyrna High School - 100 Bulldog Dr, Smyrna, TN 37167,	Instruction Partners 9:00am Return Visit with SUSAN FAYE KROOP, MD (1301 Medical Center Dr, Suite 2501,	1:00pm MTSU Education Interview 5:00pm Chamber Industry Appreciation	7:00pm Cane Ridge (Smyrna High School - 100 Bulldog Dr, Smyrna, TN 37167, United States)	9:00am Thomas Magnet fall festival	
6	7	8	9	10	11	12	
		5:00pm School Board study session 7:00pm Commission	9:00am Principals Meeting (500 Madison St - 500 Madison St, Shelbyville, TN,	11:30am Dr Eakes, Dr Gill, Dr Jolly 1:40pm Return Visit with Julie Boyd Damp, MD 4:45pm Haircut	SCHOOL VISITS 8:30am Flu Shot		
13	14	15	16	17	18	19	
	10:00am TDOT Meeting (Cascade Elementary School - 2998 Fairfield Pike, Wartrace, TN 37183,	9:30am Executive Committee 12:30pm Five Points 5:30pm Monthly School 6:30pm Emma game	Conference - Out of Office			9:00am South Central Superintendent Study 7:00pm Ravenwood (Ravenwood High)	
20	21	22	23	24	25	26	
Conference - Out of Office 5:00pm Buddy	Directors' School Law Retreat (Montgomery Bell State Park - 1020 Jackson Hill Rd, Burns, TN 37029,	11:30am Invitation: Chamber Board 4:15pm Finance committee 5:00pm ACT Now! ACT	SCHOOL VISITS	MTSU Leadership Board Parent / Teacher Conferences (No School)	Fall Break (No School) 7:00pm LaVergne (La Vergne High School - 250 Wolverine Trl, La Vergne, TN 37085,		
27	28	29	30	31	Nov 1	2	
	Fall Break (No School)	9:00am Sherrie Gill 9:30am Instructional Team Meeting (War Room) - Karen 1:30pm Jen Hicks	SCHOOL VISITS 9:00am Crawl space 11:30am Haircut	Halloween (United States) 10:00am Licensure and Teacher Ethics - MIDDLE (Winfree			

November 2019

November 2019							December 2019						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
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17	18	19	20	21	22	23	22	23	24	25	26	27	28
24	25	26	27	28	29	30	29	30	31				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Oct 27	28	29	30	31	Nov 1	2
					8:00am Joint Economic 9:00am Career Fair 7th 9:30am Daniel and Sam 11:00am Layne Talbot 1:30pm Picture Day	Scramble-Clay
3	4	5	6	7	8	9
Scramble-Clay	2:30pm Grow Your Own (William R. Snodgrass Tennessee Tower - 312 Rosa L Parks Ave, Nashville, TN 37243,	LEAD Conference LEAD Conference (Music City Center - 201 5th Ave S, Nashville, TN: 37203, United States)			Colleen gone	
		9:00am Chuck Cagle 10:15am John T. Bobo, 5:00pm Collaboration	Rachel birthday		In-Service (No School)	
10	11	12	13	14	15	16
Colleen gone	Veteran's Day (United States) 8:30am Southside Veterans Day program	9:00am Glenn Forsee ? 9:00am Invitation: VLH-Bedford: Internalization 7:00pm Commission	10:00am Greg Vick and Laura Monks 1:30pm Andrea and Daniel	TSBA Convention 9:20am Dr. Damp 10:30am Senator Reeves 11:30am Dr. Lakes, Dr. Gill, Dr. Jolly		4:45pm Award ceremony - Davis Stokes (Gaylord Opryland Resort &
17	18	19	20	21	22	23
TSBA Convention		Instruction Partners 9:00am Willie Carter 5:30pm Monthly School Board Meeting - Don Embry	SCHOOL VISITS	9:00am Radio Show WLII (236 Woodland 12:00pm Chamber Workforce 6:30pm Haircut	Willie Haynes birthday	
24	25	26	27	28	29	30
		9:00am Bob Hudson-Prevention 11:30am Invitation: Chamber Board 4:15pm Finance	Thanksgiving Break (No School)			
				Thanksgiving Day (United States)		

December 2019

December 2019							January 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7				1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11
15	16	17	18	19	20	21	12	13	14	15	16	17	18
22	23	24	25	26	27	28	19	20	21	22	23	24	25
29	30	31					26	27	28	29	30	31	

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Dec 1	2	3 8:30am Josh Young	4 8:30am Principal Training with Teddy Broussard (NIET) (CO) 6:00pm Jostens Dinner: Morton's Steakhouse	5 10:30am 20-21 Calendar (Boardroom) - Terise Rhodes	6 11:30am Harwell (Shelbyville Central High School - 401 Eagle Blvd, Shelbyville, TN)	7 9:00am Tom Crawford HOF Induction (Life Church - 2223 N Washington Ave, Cookeville, TN)
8	9 Principal Evaluations 9:00am Finalize 20-21 Calendar 9:30am Ben Barrett on 11:00am Harwell	10 Early dismissal due to 9:00am Dee Crabtree - 11:00am Leave to 1:00pm Randy Boyd - 7:00pm Commission	11 Snow Day Principal Evaluations 9:00am Ralston obv 10:00am MTSU Job Fair 10:00am Garrette obv	12 Principal Evaluations 8:00am Supervisors - 9:00am Winnett-Audit 11:00am Miller's Grocery 1:30pm Neil Watson	13 9:00am South Central Superintendent Study Council (Lewisburg) 6:00pm SAE 50th Anniversary	14 6:00pm Party Fowl in Liboro for Emma
15	16 Principal Evaluations	17 9:00am Finance Office 11:30am Invitation: 3:00pm Executive 4:15pm County Finance 5:30pm Monthly School	18 Principal Evaluations 9:00am David Parker obv	19 9:00am Amy McCullough - Don 9:00am Radio Show WLJ (236 Woodland 12:00pm Chamber	20 Abbreviated Day 8:30am Buddy - Dr. Anderson	21 Don Birthday 🎂🍷
22	23	24 Christmas Eve (United States) 4:15pm Finance committee	25 Christmas Day (United States)	26	27	28
29	30 Winter Break Greg's birthday 🎂	31 New Year's Eve (United States) 1:00am Haircut	Jan 1, 20	2	3	4

January 2020

January 2020							February 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Dec 29	30	31	Jan 1, 20 New Year's Day (United States)	2 Winter Break	3	4 Dave Birthday
5	6 Staff Development Day	7 School resumes 6:00pm Wooten library dedication (Eakin Elementary School - 1100 Glenoaks Rd,	8 8:00am Leadership Bedford 11:30am Lunch with Pat Marsh (Riverbend Country Club - 245	9 11:30am Dr. Fakes, Dr. Gill, Dr. Jolly 1:00pm Dentist	10	11
12	13 9:00am Diandra Womble (Shelbyville Times Gazette - 323 E Depot St, Shelbyville, TN 37160, United	14 7:00pm Commission	15 8:30am Ed Gray 4:00pm John Davis dad (Feldhaus Memorial Chapel - 2022 N Main St, Shelbyville, TN	16 willSub Job Fair 9am - 9:00am Radio Show 10:10am Return Visit 10:30am Dermatologist 12:00pm Chamber	17	18
19	20 Martin Luther King Day (No School)	21 10:00am Review InformTN Information 3:00pm Executive Committee (Central 5:30pm Monthly School	22 11:00am Haircut	23 Colleen Embry birthday Colleen Embry's Birthday 11:30am Lunch with ESG (TBA - Don will	24 8:00am Julie Haynes, Karen Scoggins, Barry 9:00am Shelby Sudduth 9:30am InformTN 10:00am Greg Vick and	25 6:00pm Jimmy Kelly's Restaurant (217 Louise Ave Nashville, TN United States 37203)
26	27 10:00am Cascade High 11:30am Eakin 2:00pm Finance Office	28 Colleen colonoscopy 4:15pm Finance committee	29 PIE Conference - Supervisors 7:30am School Board Appreciation 10:30am Josh Young 3:00pm Finance Office	30 9:00am Shelby Sudduth - Cooper Steel	31	Feb 1

February 2020

February 2020							March 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1	1	2	3	4	5	6	7
2	3	4	5	6	7	8	8	9	10	11	12	13	14
9	10	11	12	13	14	15	15	16	17	18	19	20	21
16	17	18	19	20	21	22	22	23	24	25	26	27	28
23	24	25	26	27	28	29	29	30	31				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Jan 26	27	28	29	30	31	Feb 1
2	3	4 5:30pm 2020 TOSS Legislative & Learning Conference (DoubleTree by Hilton) 9:00am Drew Hooker and Sarah Beth Spray (500 Madison St - 500 Madison St,	5 Kayla's Birthday 9:00am Principals Meeting (500 Madison St - 500	6 Illness - No School 7:30am TSSE Board of Directors Meeting (Doubletree Hotel -	7 Illness - No School Staff Development Day (No School)	8 Habitat Ball Surplus Auction (Old Harris Gym)
9	10	11 10:00am Faith Marshall - New York Life 7:00pm Commission	12 9:00am Mansfield due process meeting (500 Madison St - 500 Madison St, Shelbyville, TN,	13 9:00am Return Visit with Julie Boyd Damp, MD (2839 Hwy 231 N, 11:30am Dr Eakes, Dr. Gill, Dr. Jolly	14	15 7:30am Haircut
16	17 TSBA Legislative and Legal (DoubleTree by Hilton Downtov Luke's Birthday Presidents' Day (No School) 10:00pm Tammy Birthday	18 9:00am SCHS 4x4 discussion 12:00pm Chamber 5:30pm Monthly School	19 6:45am Rotary (Urban Plantation - 764 N 9:00am Audrey Jett 11:30am Lunch at John T Bobo	20 Instruction Partners 9:00am Radio Show 12:00pm Chamber 12:00pm Updated 2:45pm East side Elem	21	22
23	24	25 1:30pm Tubberville and Harwell (SCHS) 4:15pm Finance committee	26	27 Bookkeeper training with Local Gov (Staff Development Room)	28	29 6:30pm Meet the Pro (Riverbend Country Club - 245 Riverbend Country Club Rd, Shelbyville, TN)

March 2020

March 2020							April 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
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15	16	17	18	19	20	21	19	20	21	22	23	24	25
22	23	24	25	26	27	28	26	27	28	29	30		
29	30	31											

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mar 1	2 7:45am Read Across America (Learning Way Elementary) 1:30pm Read Cascade Elem. Jennifer Cook	3 Staff Development Day (No School) 9:00am Haircut	4 8:10am Read Across America (Liberty Elementary School - 500 Snell Rd, 10:00am Julie Haynes	5 9:00am Bookkeepers training 11:00am Accountability webinar 1:30pm Community	6 7:30am Commissioner of Education- 9:30am Glenn Forsee 1:00pm BTC Meeting/Training	7
8	9	10 1:00pm Coronavirus Task Force (200 Dover Street) 7:00pm Commission	11	12	13 School Board Retreat and Study Session (The Sewanee Inn) 9:00am South Central Superintendent Study 2:00pm Conference Call. Coronavirus	14
15	16 3:00pm EMA large conference room	17 Saint Patrick's Day (United States) 9:00am OAC Meeting construction 5:30pm Monthly School	18 3:45pm ELA town hall meeting (Harris Middle School - 570 Eagle Blvd, Shelbyville, TN	19 9:00am Radio Show WLJ (236 Woodland 11:30am Dr. Eakes, D. 12:00pm Chamber 12:00pm Canceled	20 11:30am Commissioner webex	21
22	23 10:00am Lesson	24 4:15pm Finance committee	25 11:30am Commissioner update webex 11:30am COVID-19 Superintendent Call	26	27 11:30am COVID-19 Superintendent Call (WebEx) - Commissioner	28
29	30	31 9:00am Mrs. McGee Presentius Kidney Care Tullahoma 406 N Jackson St Unit 600, Tullahoma	Apr 1	2	3	4

April 2020

April 2020							May 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4						1	2
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19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30			24	25	26	27	28	29	30
							31						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Mar 29	30	31	Apr 1 9:00am Return Visit with SUSAN FAYE KROOP, 9:00am Return Visit with 10:00am John Davis 1:00pm Karen	2 9:00am Principal's Meeting for April (https://zoom.us/j/886193725?pwd=amVIZWlURlkzZkJlZXRwVkp)	3 1:00pm Conference Call	4
5	6	7 10:00am Zoom SCHS	8 9:00am Cascade High 9:00am Naylor 10:00am Invitation: TN 11:00am Southside 1:00pm Commissioner	9 8:00am Buddy - GordonView 10:00am Webinar re: school directory 2:00pm State Board	10 Good Friday (No School) 1:00pm Commissioner Conference call	11
12 Easter Day (United States)	13 9:00am Updated invitation: Director's Meeting @ Mon Apr 9:00am South Central Superintendent Study	14 1:00pm COVID-19 Implications for Tennessee Public Schools (ZOOM TOSS) 7:00pm Commission	15 Tax Day (United States) 9:00am Principals Meeting (500 9:00am Principal's Meeting For April 15	16 9:00am Mike Inman 10:00am CTE Zoom 11:00am Buddy shots 12:00pm Chamber Workforce	17	18 4:00pm Rick gym dedication?? 7:30pm Casino Night Riverbend Country Club - 245 Riverbend
19	20 9:00am Brandi Garner	21 11:00am Executive Committee (Central 5:30pm April School Board Monthly 5:30pm Monthly School	22 Administrative Professionals Day 9:00am Prinicipals' Meeting 1:00pm Invitation:	23 11:30am Marilyn Ewing 11:30am Invitation: Virtual Campus Demo @ Thu Apr 23, 2020 11:30am - 12pm	24	25
26	27 9:00am Don Embry (https://us02web.zoom.us/j/7097781531?pwd=WTdWSFFJa0xhc ktSc25xM2cx3Rtdz0)	28 4:15pm Finance committee	29 9:00am Administrators' Meeting (https://zoom.us/j/97547030641?pwd=bW) 1:00pm Robert	30	May 1	2

May 2020

May 2020							June 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
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10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30				
31													

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Apr 26	27	28	29	30	May 1	2 8:00am Superintendent's Revenge (River Bend Country Club, 245
3	4	5	6 9:00am Haircut	7 9:00am Future Scheduling Training 9:00am Corey Ewing	8	9
10 Mother's Day (United States) 7:30pm Chicago (Ryman Auditorium -	11 5:00pm Board study session	12 1:00pm non Profit hearings Zoom 7:00pm Commission	13 9:00am Lesson	14	15 Community High Senior Drive thru 9:00am Invitation: Director's Meeting @	16 9:00am MGA Spring Scramble (River Bend Country Club, 245 Riverbend Rd,
17 1:00pm Pick-A-Sweetie (River Bend County Club, 245 Riverbend Rd, Shelbyville, TN)	18 9:00am Graduation meeting with Mike Inman (Hall of Fame) 11:00am Rachel Trott	19 Scarlett's birthday 9:00am Learning Way 9:00am Invitation: 5:30pm Monthly School	20 2:00pm GoToWebinar - COVID-19 FINANCIAL PLANNING AND COMMUNICATION	21 Administrative Day (No 9:00am Radio Show 12:00pm Chamber 2:50pm Lab Work with	22 8:00am Abbreviated Day - Last Day	23
24	25 Memorial Day (United States) 9:00am Memorial Day Scramble (River Bend	26 10:00am Cares Discussion (Sd room) 4:15pm Finance committee	27 1:00pm Beacon Technologies: Audio Enhancement - The	28	29 8:00am One year walk thru (Cascade High School) - Jason Spence	30 Member Member 9:00am 2020 Member Member (River Bend Country Club, 245
31 Member Member 9:00am 2020 Member Member (River Bend Country Club, 245	Jun 1	2	3	4	5	6

June 2020

June 2020							July 2020						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6				1	2	3	4
7	8	9	10	11	12	13	5	6	7	8	9	10	11
14	15	16	17	18	19	20	12	13	14	15	16	17	18
21	22	23	24	25	26	27	19	20	21	22	23	24	25
28	29	30					26	27	28	29	30	31	

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
May 31	Jun 1	2	3 10:00am Glenn Forsee 11:00am Angie Templeton - Christiana Principal	4 9:00am Ed	5	6 9:00pm Junior Night Golf (River Bend Country Club, 245 Riverbend Rd, Shelbyville, TN 37160,
7	8 5:00pm Budget study session	9 7:00pm Commission	10	11 1:30am Dr. Eakes, Dr. Gill, Dr. Jolly	12	13 Junior Club Championship (R
14 Junior Club Championship Flag Day (United States)	15	16 9:00am Learning Way Elementary 9:00am Learning Way 9:30am Principal 5:30pm Monthly School	17 9:00am Invitation: Director's Meeting @ 9:00am Canceled event: 10:00am Telephone 12:30pm Haircut	18 9:00am Radio Show WLIJ (236 Woodland Dr - Shelbyville, TN, 12:00pm Chamber Workforce	19 2:00pm GoToWebinar - Reopening Schools Webinar Series (GoToWebinar - See conference call	20 Two Man Open (River Bend
21 Two Man Open (River Bend Father's Day (United States)	22 9:00am Principals Meeting - Don 2:15pm Dr. Norris 6:00pm Kirk and Kayla Anniversary	23 10:30am Chris Hughes - auditor 11:30am Easy 4:15pm Finance committee	24 9:00am Directors' Meeting 9:00am Invitation: 11:00am TSSE Board 7:00pm Cascade	25 12:00pm Board 7:00pm Central High Graduation (Calsonic Arena)	26 Colleen Embry's Anniversary 🎉🎉 8:00am Advisory committee (Chamber 7:00pm Community	27 9:00am Ladies Member Member (River Bend Country Club, 245 8:30pm Adult Night Golf (River Bend Country
28	29 Panama City Mom and Dad Anniversary	30 8:30am Holiday Golf Club (100 Fairway Blvd - Panama City Beach, FL, United	Jul 1	2	3	4



TSBA
TENNESSEE SCHOOL BOARDS ASSOCIATION

TENNESSEE SCHOOL BOARDS ASSOCIATION
**NATIONAL SUPERINTENDENT
SEARCH SERVICE**

525 Brick Church Park Drive • Nashville, TN 37207 • 615.815.3900

www.tsba.net

The National Superintendent Search Service offers maximum flexibility to the Board and assures the Board has total control of the decision-making process. The search consultant performs the legwork associated with the search, allowing the Board to concentrate on the most critical steps in the search--setting the criteria, interviewing the most qualified candidates and selecting the next superintendent.

School districts need highly skilled chief executives with a passion to lead! Finding a superintendent often requires an executive search, which can be a time-consuming challenging, and complex endeavor. TSBA, through its membership in the National Affiliation of Superintendent Searchers (NASS), offers Tennessee school districts the most experienced network of search professionals in the country.

Unlike any other search firm, NASS members have extensive knowledge of effective governance, understand best practices in school district leadership and use proven strategies to develop productive board/superintendent relations.

NASS, supported by the National School Boards Association, connects more than 100 consultants in 39 states who serve as superintendent searchers in state school boards associations. These searchers have proven track records of placements that bring sustained and quality leadership to school districts.

NASS provides an opportunity to collaborate nationally on the search process including nationwide job postings, the ability to recruit highly qualified candidates and to share vital background and reference information on candidates in other states.

The search process must be planned step-by-step to meet the needs and expectations of the Board of Education. Generally, the Search Service consists of the following elements:

1. GENERAL CONSULTATION

A TSBA consultant makes an initial trip to the district, at no charge or obligation, to discuss options with the Board and to explain the Search Service in detail. Specific items to be covered at that time include planning a tentative timeline; defining the scope of the search; and discussing qualifications, contractual details, community/staff involvement, media relations and confidentiality.

2. ADOPTION OF TIMELINE AND PROCEDURES

When the Board decides to utilize the National Superintendent Search Service, they must adopt a timeline. Normally, a full search from announcement to employment takes four to six months. The search consultant will propose a tentative timeline. The timeline is planned so the search can be thorough yet progress steadily. Every item on the timeline that is listed under “Board Decision” requires public notice.

The Board should determine the most ideal time for the new superintendent to begin employment, and direct its efforts toward that date. Most important, the Board must be willing to commit time to the interview and selection process. At the onset of the search, the Board should adopt the procedures that will guide it throughout the process. The consultant will present recommended procedures for the Board’s consideration.

Throughout the search process, the consultant will update the Board regularly about the search and meet at scheduled intervals with the Board to assist it with its responsibilities.

3. COMMUNITY MEETINGS

In the timeline, the Board approves a date(s) to conduct community meetings. The purpose of these meetings is to allow the consultant to gather information from the community on what it believes to be the strengths of the system, the challenges a new superintendent will face coming into that system and the qualifications and characteristics the community expects in a new superintendent. After the consultant gathers this information, he/she presents it to the Board for its review.

The search consultant will set meetings with students, teachers, principals, central office staff, parents, teacher assistants, secretaries, business officials, community leaders, city council or county commission, mayor and aldermen, bus drivers, cafeteria workers, maintenance workers and other groups identified by the Board. In addition, the consultant may schedule an evening community forum to accommodate those individuals who cannot attend one of the day meetings. During these meetings, the consultant will ask attendees to complete a survey form regarding the most essential characteristics and qualifications of a superintendent. The survey may be completed at the meeting or online. Participants will have the opportunity to suggest names of persons to be invited to submit credentials for consideration. (The consultant does not conduct community meetings in the Plan 1 search service, but the consultant will advise the Board on how to conduct the meetings if it wishes to do so.

4. INTERIM REPORT AND ADOPTION OF CRITERIA

After the community meetings, TSBA will tabulate the survey results and develop a set of proposed criteria. The final report of the proposed criteria will include comments made at each of the group meetings (the Board may modify the proposed criteria). Once the Board adopts the criteria, TSBA will advertise the position and recruit candidates.

5. VACANCY NOTIFICATIONS

TSBA will distribute vacancy notifications to the following agencies:

For Plans 1 and 2

- All Tennessee Superintendents
- TN Organization of School Superintendents
- TN Commissioner of Education
- Association of Independent and Municipal Schools
- TN Supervisors Association
- TN Association for Supervision and Curriculum Development
- TN Principals Association
- TN Association of Secondary School Principals
- Tennessee Colleges/Universities
- Southern Region state school boards associations
- National Affiliation of Superintendent Searchers (NASS) listserv

TSBA also will post the vacancy on its website and all social media sites.

At the Board's discretion, additional advertising in national publications is available on a per cost basis. These costs shall be paid by the Board.

TSBA will develop and a brochure, with the Board-adopted criteria, to advertise the position and to outline the search procedures. TSBA will send copies of the brochure to all or some of the aforementioned organizations, to all persons requesting information about the job, to persons recommended for the position, to board members and to the Central Office. The brochure will be available in hard or electronic copy.

Individuals interested in the position should submit the following information through our online application portal:

- A letter of interest
- An up-to-date resume, including accomplishments by position
- A copy of any relevant licenses or certifications
- University transcripts
- Names, addresses and telephone numbers of five professional references

To insure that his or her credentials will be reviewed by the Board, an individual must submit the information by a specified deadline. The consultant may recruit other individuals who have not responded to the vacancy notice and request submission of credentials from those individuals even after the established deadline. TSBA will ask candidates who submit credentials to complete the online application.

6. CREDENTIALS PROCESSING

When interested persons inquire, TSBA will direct them to a brochure outlining system specifics and search procedures. TSBA checks all individuals' submissions, and creates candidate files. Any candidate who does not submit all required information is notified of deficiencies and asked to supply the needed details.

7. SELECTING CANDIDATES

The screening process has been developed carefully to assure effectiveness, fairness and confidentiality. A screening committee is selected, consisting of a TSBA search consultant and other qualified educational professionals. Committee selection is a function of the search consultant.

Referring to the Board-adopted criteria, the screening committee will assess how well the candidates' credentials match the Board's expectations.

8. FINAL REPORT AND RECOMMENDATION OF CANDIDATES

Individuals accepted by the screening committee will be considered formal candidates for the vacancy. Following the screening committee meeting, the search consultant will return to the district to present the Board with a written report that includes the comments from the community, criteria, interviewing procedures and the candidates' names and supporting materials. The Board reserves the right to interview any or all of the recommended candidates. These materials will be subject to Tennessee's "Open Records Act."

The search consultant will schedule interviews for the candidates in accordance with the actions of the Board.

9. INTERVIEWING CANDIDATES

Consultants do not participate in the interview process. The search consultant will present interviewing and reference-checking techniques to the Board, as well as a list of sample questions to be asked of candidates. Throughout the interviewing period, the search consultant is available to research and respond to questions about salary and fringe benefits, contract details, legal concerns, etc.

The consultant also may upon request conduct post-interview debriefings to determine if candidates are still interested, hear their concerns and refer this information back to the Board before it makes subsequent decisions.

10. REFERENCE CHECKING

After the Board has conducted initial interviews, it may want one or more of the candidates to return for a second interview. If the Board is interested in pursuing a candidate further, it should conduct independent reference checks of current and former employers, colleagues, staff, community residents, etc. Up to this point, screening has primarily involved references solicited by the consultant, not necessarily the references submitted by the candidate. It is the responsibility of the Board to take an active role in this process.

11. SELECTING THE CANDIDATE

One of the most important duties of the Board is the selection of the superintendent. This duty cannot be delegated. The search consultant's role is to advise the Board as to how to proceed with the offer as well as to explain features of an employment contract.

12. ANNOUNCING THE SELECTION

The Board should consider a news conference or at least prepare a press release about the new superintendent once it announces its selection. A public reception for the new superintendent, hosted by the Board, provides the community an opportunity to meet the individual. Once the Board has made its selection, it will send a letter to each candidate interviewed but not selected as superintendent.

Costs

The cost of a national superintendent search varies according to the level of service desired by the Board.

PLAN 1 \$6,500

- Advertise and assist the Board regarding the search process.
- Publish descriptive brochure
- Distribute brochure to the following:
 - All Tennessee Superintendents
 - TN Organization of School Superintendents
 - TN Commissioner of Education
 - Association of Independent and Municipal Schools
 - TN Supervisors Association
 - TN Association for Supervision and Curriculum Development
 - TN Principals Association
 - TN Association of Secondary School Principals
 - Tennessee Colleges/Universities
 - Southern Region state school boards associations
 - National Affiliation of Superintendent Searchers (NASS) listserv
- Advertise the vacancy via Web site
- Recruit candidates who meet the Board's criteria
- Receive credentials from candidates
- Respond to inquires regarding the vacancy
- Conduct checks of credentials and references
- Schedule interview dates with finalists
- Notify candidates who were not selected as finalists
- Provide interview guides for Boards
- Assist the Board with the development of an employment contract
- Negotiate the Board's contract offer with the candidate

PLAN 2 \$11,500

- Provide all services listed in Plan 1
- Conduct employee and community meetings
- Conduct individual interviews with each Board member
- Report results of community meetings to the Board
- Recommend criteria to be adopted by the Board

ADDITIONAL ADVERTISING

At the Board's discretion, additional advertising in national publications is available on a per cost basis. These costs shall be paid by the Board.

SUPERINTENDENT EVALUATION \$1,500

The search consultant will assist the Board in conducting the new superintendent's first year performance evaluation, including the development of a performance agreement with measurable objectives. The consultant will guide the Board through the entire evaluation process with the new superintendent during his/her first year of service with the Board. This service is \$2,000 when not included as a part of a superintendent search.

GUARANTEE

If a vacancy occurs during the two-year period following the employment of the candidate recommended, the search consultant will advertise, recruit, screen and refer to the Board additional candidates who meet the established criteria. This service will be provided without charge.

Suggested Timetable For Searches

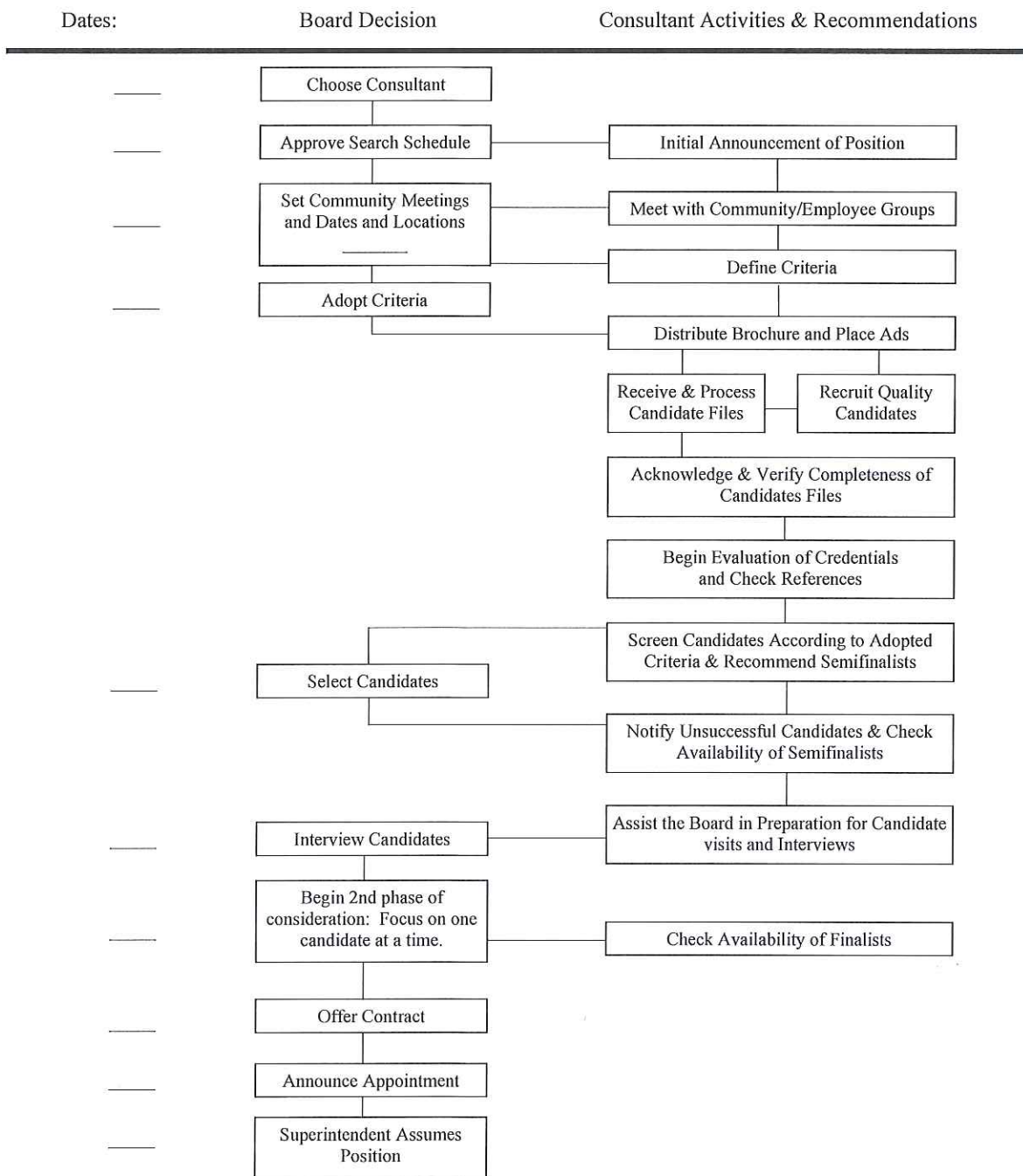
While searches often seem to take on a life of their own, an appropriate timetable, such as the one outlined below, will provide an operational guideline.

Depending on the time of the year, and taking into account vacation and other schedules, a Plan 1 or 2 search will “normally” take from three to six months.

ACTIVITY	WEEK OF SEARCH
Conduct community meetings to assist Board in the development of criteria for new superintendent	1
Present proposed criteria to the Board for adoption	3
Preparation of descriptive materials, brochures and announcements	4
Advertising and solicitation of nominations and recommendations; Processing and screening of candidate’s credentials	5-16
Interviewing of selected candidates by consultant	17
Investigation and evaluation of short-listed candidates	18
Presentation of candidates to School Board	19
School Board interviews candidates	20-21
School Board focuses on one candidate at a time, conducts in- depth reference check	22-23
School Board appoints Superintendent	24

Sample Timeline and Critical Decision Sequence

SAMPLE SCHOOL DISTRICT SUPERINTENDENT SEARCH TIMELINE AND CRITICAL DECISION SEQUENCE



Sample Community Meeting Schedule

Noon	Mayor, County Commission, City Council, Community and Business Leaders and School Board
2:00 p.m.	Classified Employees
3:00 p.m.	Central Office Staff, Supervisors and Principals
4:00 p.m.	Teachers
6:00 p.m.	Community Forum

List of Recent Superintendent Searches Conducted By TSBA

SYSTEM	YEAR	CONTACT
Bledsoe County	2020	Vincent Boring, Chairman vincentboring@bledsoecountyschools.org
Maury County	2020	Bettye Kinser, Chairman bkinser@mauryk12.org
Arlington Community Schools	2020	Scott Benjamin scott.benjamin@acsk-12.org 901-305-4654
Tullahoma	2020	Pat Welsh, Chairman pat.welsh@tcsedu.net
Jackson-Madison County	2020	James Johnson, Chairman james.johnson@corecivic.com 731-693-3191
Metro-Nashville Public Schools	2020	Anna Shepherd, Chairman anna.shepherd@mnps.org 615-210-3768
Dyersburg	2019	Scott Self, Chairman sselddds@yahoo.com 731-589-8890
Henry County	2019	Jill Coker, Chairman jillcoker@consolidatedbuildings.com 731-336-0736
Tipton County	2018	Marty Burlison, Chairman jmburlison@aol.com 901-581-4379 (C)
Rutherford County	2018	Jeff Jordan, Chairman jordanje@rcschools.net 615-893-5812
Greeneville City	2018	Craig Ogle, Chairman cogle@hcbonline.us 423-636-5013
Millington	2018	C.J. Haley, Chairman chaley@millingtonschools.org 901-494-4631

List Of Recent Superintendent Searches Conducted By TSBA, cont.

Johnson City	2017	Tim Belisle, Chairman timbelisle@embarqmail.com 423-302-3453
Robertson County	2017	Connie Hogan, Chairman connie.hogan@rcstn.net 615-419-1831
Trenton Special	2017	Dr. Mark Harper, Chairman markharperdds@gmail.com 731-855-0996
West Carroll Special	2016	Jimmy Halford, Chairman jhalford@gcsupplyco.com 731-662-7193
Milan Special	2016	Sid Crocker, Chairman crockers@milanssd.org 731-431-8855
Washington County	2016	Todd Ganger, Board Member Tag0220@yahoo.com 423-426-2017
Hickman County	2016	Jewell Prince, Board Member Beetlemjp63@gmail.com 931-729-5452
Alamo	2016	Lawrence Harden, Board Chairman Lawrence.harden10@gmail.com 731-343-9771
Cleveland	2016	Dawn Robinson, Board Chairman dumbolt@aol.com

(C) The appeal from this decision shall be to the board of education or to a disciplinary hearing authority appointed by the board. The disciplinary hearing authority, if appointed, shall consist of at least one (1) licensed employee of the LEA, but no more than the number of members of the local board.

1

(D) The hearing shall be held no later than ten (10) days after the beginning of the suspension. The local board of education or the disciplinary hearing authority shall give written notice of the time and place of the hearing to the parent or guardian, the student and the school official designated in subdivision (c)(4)(A) who ordered the suspension. Notice shall also be given to the LEA employee referred to in subdivision (c)(4)(B) who requests a hearing on behalf of a suspended student.

2

(5) After the hearing, the board of education or the disciplinary hearing authority may affirm the decision of the principal, order removal of the suspension unconditionally or upon such terms and conditions as it deems reasonable, assign the student to an alternative program or night school or suspend the student for a specified period of time.

3

(6) If the decision is determined by a disciplinary hearing authority, a written record of the proceedings, including a summary of the facts and the reasons supporting the decision, shall be made by the disciplinary hearing authority. The student, principal, principal-teacher or assistant principal may, within five (5) days of the decision, request review by the board of education; provided, that local school board policy may require an appeal to the director of schools prior to a request for review to the board. Absent a timely appeal, the decision shall be final.

4 5

The board of education, based upon a review of the record, may grant or deny a request for a board hearing and may affirm or overturn the decision of the hearing authority with or without a hearing before the board; provided, that the board may not impose a more severe penalty than that imposed by the hearing authority without first providing an opportunity for a hearing before the board. If the board conducts a hearing as a result of a request for review by a student, principal, principal-teacher or assistant principal, then, notwithstanding any provision of the open meetings laws compiled in title 8, chapter 44, or other law to the contrary, the hearing shall be closed to the public, unless the student or student's parent or guardian requests in writing within five (5) days after receipt of written notice of the hearing that the hearing be conducted as an open meeting. If the board conducts a hearing as a result of a request for review by a student, principal, principal-teacher, or assistant principal that is closed to the public, then the board shall not conduct any business, discuss any subject or take a vote on any matter other than the appeal to be heard. Nothing in this subdivision (c)(6) shall act to exclude the department of children's services from the disciplinary hearings when the department is exercising its obligations under § 37-1-140 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=ld2e06ef0953411e58b3086795eac1-140>). The action of the board of education shall be final.

(d) In the event the suspension occurs during the last ten (10) days of any term or semester, the pupil may be permitted to take final examinations or submit required work that is necessary to complete the course of instruction for that semester, subject to the action of the principal, or the final action of the board of education upon any appeal from an order of a principal continuing a suspension.

(e) Students under in-school suspension shall be recorded as constituting a part of the public school attendance in the same manner as students who attend regular classes.

(f) Nothing in this title shall require an LEA to enroll a student who is under suspension or expelled in an LEA either in Tennessee or another state. The director of schools for the school system in which the suspended student requests enrollment shall make a recommendation to the local board of education to approve or deny the request. The recommendation shall occur only after investigation of the facts surrounding the suspension from the former school system. If the recommendation is to deny admission and if the local board approves the director of schools' recommendation, the director of schools shall, on behalf of the board of education, notify the commissioner of the decision. Nothing in this subsection (f) shall affect children in state custody or their enrollment in any LEA. Any LEA that accepts enrollment of a student from another LEA may dismiss the student if it is determined subsequent to enrollment that the student had been suspended or expelled by the other LEA.

(g) Notwithstanding this section or any other law to the contrary, a pupil determined to have brought to school or to be in unauthorized possession on school property of a firearm, as defined in 18 U.S.C. § 921

4 +

(<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000546&refType=LQ&originatingDoc=ld2e1a770953411e58b3086795eac>

, shall be expelled for a period of not less than one (1) calendar year, except that the director may modify this expulsion on a case-by-case basis. In addition to the other provisions of this part, a student committing aggravated assault as defined in § 39-13-102 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=ld2e1a771953411e58b3086795eac1-102>) upon any teacher, principal, administrator, any other employee of an LEA or school resource officer, or

(<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=ld2e1a771953411e58b3086795eac1-102>) upon any teacher, principal, administrator, any other employee of an LEA or school resource officer, or

unlawfully possessing any drug including any controlled substance, as defined in §§ 39-17-403

(<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=Id2e1a772953411e58b3086795eaca17-403>) – 39-17-415

(<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=Id2e1a773953411e58b3086795eaca17-415>), controlled substance analogue, as defined by § 39-17-454

(<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=Id2e1a774953411e58b3086795eaca17-454>), or legend drug, as defined by § 53-10-101

(<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=Id2e1a775953411e58b3086795eaca10-101>), shall be expelled for a period of not less than one (1) calendar year, except that the director may modify this expulsion on a case-by-case basis. For purposes of this subsection (g), "expelled" means removed from the pupil's regular school program at the location where the violation occurred or removed from school attendance altogether, as determined by the school official. Nothing in this section shall be construed to prohibit the assignment of such students to an alternative school. Disciplinary policies and procedures for all other student offenses, including terms of suspensions and expulsions, shall be determined by local board of education policy.

(h) The commissioner of education shall report on a semi-annual basis to the education committee of the senate and the education administration and planning committee of the house of representatives regarding disciplinary actions in Tennessee schools. The reports shall include the reason for the disciplinary action, the number of such students suspended or expelled and the number of such students who have been placed in an alternative educational setting. Data shall be sorted by school as well as by various demographic factors, including grade, race and sex.

(i) Notwithstanding subsection (a) or (b) or any other law to the contrary, if a pupil is determined, via a fair and thorough investigation made by the principal or the principal's appointed representative, to have acted in self-defense under a reasonable belief that the student, or another to whom the student was coming to the defense of, may have been facing the threat of imminent danger of death or serious bodily injury, which the student honestly believed to be real at that time, then, at the principal's recommendation, the student may not face any disciplinary action.

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Tennessee Code Title 49. Education § 49-6-3007

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- (a) On or before the beginning of the school term each year, the director of schools of each school district shall furnish to the principal teacher in each school, or cause to be furnished, through any duly elected attendance teacher, as provided in this part, the names of children depending on their schools for instruction, together with the names of the parents or guardians of the children, the lists to be taken from the census enumeration on file in the office of the director of schools, or from any other available and reliable sources.
- (b) It is the duty of every principal or teacher of a public school to report to the director of schools, immediately after the opening of school, the names of all children on the list furnished to the director of schools who have not appeared for enrollment.
- (c) It is the duty of the principals and teachers of all schools, public, private, denominational or parochial, to report in writing to the director of schools of the system in which the school is located the names, ages and residences of all pupils in attendance at their schools and classes within thirty (30) days after the beginning of the school year, and to make such other reports of attendance in their schools or classes, including transfers of pupils, as may be required by rule or regulation of the local board of education and of the state board of education. Notwithstanding subsection (g), this subsection (c) shall apply to any child less than six (6) years of age who is enrolled in any school to which this subsection (c) is applicable.
- (d) All public, private and parochial schools shall keep daily reports of attendance, verified by the teacher making the record, which shall be open to inspection at all reasonable times, to the director of schools of the system in which the school is located or to the director of schools' duly authorized representative. Notwithstanding subsection (g), this subsection (d) shall apply to any child less than six (6) years of age who is enrolled in any school to which this subsection (d) is applicable.
- (e)(1) It is the duty of the principal or teacher of every public, private or parochial school to report promptly to the director of schools, or the director of schools' designated representative, the names of all children who have withdrawn from school, or who have been absent five (5) days without adequate excuse. This means an aggregate of five (5) days during the school year and not necessarily five (5) consecutive days. Each successive accumulation of five (5) unexcused absences by a student shall also be reported.

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(2) The director of schools shall thereupon serve, or cause to be served, upon the parent, guardian or other person in this state in parental relation to such children unlawfully absent from school, written notice that attendance of the children at school is required. A new notice shall be sent after each successive accumulation of five (5) unexcused absences.

(3) If it appears that, within three (3) days after receipt of the notice, any child, parent, guardian or other person in parental relation has failed to comply with this part, the director of schools, in the name of the local school system, shall report the facts of the unlawful attendance to the sheriff, constable, city police officer, district attorney general or the foreman of the grand jury, who shall proceed against the parent, guardian or other person in parental relation in accordance with this part, unless the parent, guardian or person having charge and control of the child shall at once place the child in some day school.

(f) The director of schools of any local school system, after written notice to the parent or guardian of a child, shall report any child who is habitually and unlawfully absent from school to the appropriate judge having juvenile jurisdiction in that county, each case to be dealt with in such manner as the judge may determine to be in the best interest of the child, consistent with §§ 37-1-132 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=11a773660305211e586c7e6b9d23b61-132>), 37-1-168 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=11a773661305211e586c7e6b9d23b61-168>) and 37-1-169 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=11a773662305211e586c7e6b9d23b61-169>) and in the event the child is adjudicated to be unruly, the judge may assess a fine of up to fifty dollars (\$50.00) or five (5) hours of community service, in the discretion of the judge, against the parents or legal guardians of children in kindergarten through grade twelve (K-12) if the child is absent more than five (5) days during any school year.

(g) Except as otherwise provided by § 49-6-3001 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=11a77ab90305211e586c7e6b9d23b61-3001>) or § 49-6-3005 (<https://1.next.westlaw.com/Link/Document/FullText?findType=L&originatingContext=document&transitionType=DocumentItem&pubNum=1000039&refType=LQ&originatingDoc=11a77ab91305211e586c7e6b9d23b61-3005>), this section shall be applicable to children less than six (6) years of age and their parent, guardian or other person in a parental relation when the parent, guardian or other person in a parental relation has enrolled the child in any school that receives funding based on average daily membership; provided, that a child may be withdrawn within six (6) weeks of initial enrollment without penalty.

(h) For the purposes of this part, for recording and coding student absences from school because of disciplinary actions, the following definitions shall apply:

(1) "Expulsion" is defined as removal from attendance for more than ten (10) consecutive days or more than fifteen (15) days in a month of school attendance. Multiple suspensions that occur consecutively shall constitute expulsion. The school district shall not be eligible to receive funding for an expelled student;

(2) "Remand" is defined as assignment to an alternative school. The student so assigned shall be included in ADA/ADM and will continue to be counted as present for funding purposes. The department of education shall establish a set of codes to be used for reporting reasons for students on remand to an alternative school; and

(3) "Suspension" is defined as dismissed from attendance at school for any reason not exceeding ten (10) consecutive days. Multiple suspensions shall not run consecutively nor shall multiple suspensions be applied to avoid expulsion from school. The school district shall remain eligible to receive funding for a suspended student.

(i)(1)(A) An LEA may enter into an agreement with the local law enforcement agency serving the area of the LEA and the appropriate local government in that area to assist in the enforcement of compulsory attendance upon complying with the following conditions:

(i) Creation by the local school board of an advisory council to assist the board in formulating the agreement. The board shall include representatives of teachers, parents, administrators and other community representatives;

(ii) Receipt of input from neighborhood groups and other interested parties;

(iii) At least one (1) public hearing on the proposed plan prior to its adoption by the board;

(iv) Provisions for training teachers, principals, social workers and other personnel involved in the schools in truancy issues;



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Tennessee Code Title 49. Education § 49-6-3402

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« [Prev \(https://codes.findlaw.com/tn/title-49-education/tn-code-sect-49-6-3401.html\)](https://codes.findlaw.com/tn/title-49-education/tn-code-sect-49-6-3401.html)

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(a) Local boards of education may establish alternative schools for students in grades one through six (1-6) who have been suspended or expelled from the regular school program. At least one (1) alternative school shall be established and available for students in grades seven through twelve (7-12) who have been suspended or expelled as provided in this part. In providing alternative schools, any two (2) or more boards may join together and establish a school attended by students of any such school system; furthermore, any board may, by mutually acceptable agreement with another board, send its suspended or expelled students to any alternative school already in operation.

(b) Alternative schools shall be operated pursuant to rules of the state board of education pertaining to them, and instruction shall proceed as nearly as practicable in accordance with the instructional programs at the student's home school. All course work completed and credits earned in the alternative schools shall be transferred to and recorded in the student's home school, which shall grant credit earned and progress thereon as if earned in the home school.

(c) Attendance in an alternative school shall be voluntary unless the local board of education adopts a policy mandating attendance in either instance. The student shall be subject to all rules pertaining thereto. A violation of the rules by a student may result in the student's

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removal from this school for the duration of the original suspension or expulsion, but shall not constitute grounds for any extension of the original suspension or expulsion. The final decision on removal shall be made by the chief administrator of the alternative school.

(d) Any student attending an alternative school shall continue to earn state education funds in the student's home school system and shall be counted for all school purposes by that system as if still in attendance there.

(e) A pupil who has been properly found to be eligible for special education and related services shall be placed and served in accordance with the laws and rules relating to special education.

(f)(1) The state board of education, in its rules and regulations for the operation of alternative schools, shall require documentation of the reasons for a student attending an alternative school and provide safeguards to assure that no child with disabilities or other special student is arbitrarily placed in an alternative school. The state board of education, in its rules and regulations, shall require that all alternative school classrooms have working two-way communication systems making it possible for teachers or other employees to notify a principal, supervisor or other administrator that there is an emergency. Teachers and other employees shall be notified of emergency procedures prior to the beginning of classes for any school year.

(2) The state board of education shall provide a curriculum for alternative schools to ensure students receive specialized attention needed to maximize student success. Alternative schools shall offer alternative learning environments in which students are offered a variety of educational opportunities, such as learning at different rates of time or utilizing different, but successful, learning strategies, techniques and tools.

(g) Notwithstanding this section or other law to the contrary, local boards of education may establish evening alternative schools for students in grades six through twelve (6-12).

(h)(1) LEAs establishing alternative schools or contracting for the operation of alternative schools shall develop and implement formal transition plans for the integration of students from regular schools to alternative schools and from alternative schools to regular schools.

The plans shall be targeted to improve communication between regular and alternative school staff, provide professional development opportunities shared by regular school staff and alternative school staff, align curricula between regular schools and alternative schools, develop quality in-take procedures for students returning to regular school and provide student follow-up upon return to regular school.

(2) The state board of education shall adopt policies or guidelines to assist LEAs in developing transition plans.

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[Read this complete Tennessee Code Title 49. Education § 49-6-3402 on Westlaw \(https://1.next.westlaw.com/Document/I59443080CEE211E58E0EA8903B5AF9B1/View/FullText.html?originationContext=documenttoc&transitionType=CategoryPageItem&contextData=\(sc.Default\)\)](https://1.next.westlaw.com/Document/I59443080CEE211E58E0EA8903B5AF9B1/View/FullText.html?originationContext=documenttoc&transitionType=CategoryPageItem&contextData=(sc.Default)))

Bedford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="margin: 0;">Zero Tolerance Offenses</h2>	Descriptor Code: 6.309	Issued Date: 09/15/20
		Rescinds: 6.309	Issued: 06/18/13

1 In order to ensure a safe and secure learning environment, the following offenses shall not be
 2 tolerated:¹

- 3 1. Bringing to school or being in unauthorized possession of a firearm on school property;²
- 4 2. Unlawful possession of any drug, including any controlled substance, controlled substance
 5 analogue, or legend drug on school grounds or at a school-sponsored event;³
- 6 3. Aggravated assault;⁴ or
- 7 4. Assault that results in bodily injury⁵ upon a teacher, principal, administrator, any other
 8 employee of the school, or school resource officer.

9 Committing any of these offenses shall result in a student being expelled from the regular school
 10 program for at least one (1) calendar year unless modified by the Superintendent of School.
 11 Modification of the length of time shall be granted on a case-by-case basis. Students that commit zero
 12 tolerance offenses may be assigned to an alternative school or program at the discretion of the
 13 Superintendent of Schools.⁶

14 When it is determined that a student has violated this policy, the principal shall notify the student's
 15 parent(s)/guardian(s) and the criminal justice or juvenile delinquency system as required by law.⁷

Legal References

1. TCA 49-6-3401(g)
2. 18 USCA § 921(a)(3); 20 USCA § 7961
3. TCA 39-17-454; TCA 53-10-101
4. TCA 39-13-102
5. TCA 39-13-101(a)(1)
6. TCA 49-6-3401(g)(2); TCA 49-6-3402; Public Acts of
 2020, Chapter No. 603
7. TCA 49-6-4209; TCA 39-17-1312; 20 USCA § 7961(h)(1)

Cross References

- Code of Conduct 6.300
- Drug-Free Schools 6.307
- Student Disciplinary Hearing Authority 6.317
- Alternative Education 6.319

Bedford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Disciplinary Hearing Authority	Descriptor Code: 6.317	Issued Date: 10/20/20
		Rescinds: 6.317	Issued: 11/16/00

1 A Student Disciplinary Hearing Authority (SDHA)¹ will conduct hearings for students who have
2 **violated Bedford County Schools' Code of Conduct and have** been suspended/expelled/remanded for
3 more than ten (10) school days. **The Superintendent will appoint a designee as chairman of the SDHA**
4 **who is a licensed employee of the Board.** ~~The Board shall appoint members of the SDHA which shall~~
5 ~~consist of seven (7) members, (maximum number must not exceed total membership of the Board) at~~
6 ~~least two (2) of which shall be licensed employees of the board, appointed to one (1) year terms and~~
7 ~~subject to reappointment. Board members shall not serve on the SDHA.¹~~

8 ~~The superintendent shall appoint a chairman of the SDHA from the members appointed by the Board.~~
9 The chairman shall perform the following duties:

- 10 1. **Set the time, place, and date for each hearing;** ~~Identify the members of the SDHA assigned to~~
11 ~~hear each individual case;~~
- 12 2. **Maintain order and structure during each hearing; and Prepare and disseminate the minutes of**
13 ~~each meeting;~~
- 14 3. **Record and log date of hearing.** ~~Set the time, place and date for each hearing;~~
- 15 4. **Assign members of the SDHA, acting as the Board's designee.¹**
- 16 5. ~~Notify appropriate persons for each meeting within forty eight (40) hours of receiving~~
17 ~~notification of the suspension/expulsion; and~~
- 18 6. ~~Sign and maintain a copy of minutes of meeting.~~

19 ~~Each hearing shall be conducted by at least three (3) members of the SDHA, one of which must be a~~
20 ~~licensed employee of the Board. The hearing must be held, a decision must be rendered, and~~
21 ~~notification of the decision must be provided to the parents and/or students and the principal no later~~
22 ~~than ten (10) days after the beginning of the suspension/expulsion. Notification of the decision shall~~
23 ~~include a statement of the right of either party within five (5) days after receiving the decision to~~
24 ~~request a review by the Board.~~

25 **Each hearing shall be conducted by an SDHA board consisting of the chairman and three other**
26 **members selected from principals and/or supervisors. The hearing must be held, a decision rendered**
27 **and notification of said decision provided to the parent(s)/guardian(s) of the student that has been**
28 **suspended and to the student's principal, no later than ten (10) days after the beginning of the**
29 **suspension. Notification of the decision shall include a statement of the right of either party, within**
30 **five (5) days after receiving the written decision, to appeal the SDHA decision to the Superintendent.**

31 **Upon receiving notification of the request to appeal the suspension decision, the SDHA shall provide**
32 **written notification to the parent(s)/guardian(s) of the student and any other person of the time, place,**

1 and date of the hearing. The hearing shall be held no later than ten (10) days after the beginning of the
2 suspension.

3 The SDHA may take the following disciplinary actions:³

- 4 1. Affirm the decision of the school principal;
- 5 2. Amend the indefinite suspension to a set number of days;
- 6 3. Order removal of the suspension/expulsion unconditionally;
- 7 4. Order removal of the suspension/expulsion upon such terms and conditions as it deems
- 8 reasonable;
- 9 5. Assign the student to an alternative school or program; Remand the student to alternative
- 10 placement; or
- 11 6. Expulsion of up to one (1) calendar year.⁴ *
- 12 7. Suspend/Expel/Remand the student for a specified period of time*

13 ~~If a review of the hearing is requested by either the student or principal, the Board shall either review~~
14 ~~the record or grant a second hearing except those involving zero tolerance offenses.~~

15 ~~If the Board chooses to review the record it shall:~~

- 16 ~~1. Affirm the decision of the hearing authority; or~~
- 17 ~~2. Modify the decision to a lesser penalty*; or~~
- 18 ~~3. Grant a hearing before the Board.~~

19 ~~If the Board chooses to grant a hearing, it may:~~

- 20 ~~1. Affirm the decision of the hearing authority; or~~
- 21 ~~2. Modify the decision in any manner*; or~~
- 22 ~~3. Impose a more severe penalty than that of the hearing authority.~~

23 **Within five (5) days of the SDHA rendering a decision, the student, principal, principal-teacher, or**
24 **assistant principal may request a review by the Board, and the Board shall review the record.**
25 **Following the review, the Board may take the following actions:**

26 *Grant Request for Hearing⁵*

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

31 **The Board may affirm, overturn, or modify the decision of the SDHA.**

32 *Deny Request for Hearing⁵*

33 **If the Board does not grant a hearing, it may affirm, overturn, or modify the decision of the SDHA.**
34 **The Board shall not impose a more severe penalty than that imposed by the SDHA without first**
35 **providing an opportunity for a hearing before the Board.**

1 ***Note: Zero-tolerance offenses as set forth in statute (~~firearms, drug possession and battery~~**
2 **~~upon a school employee~~) require mandatory calendar year expulsion or assignment to alternative**
3 **~~placement for a calendar year unless modified by the Superintendent.~~**
4

Legal References

1. TCA 49-6-3401(c)(4)(C)
2. TCA 49-6-3401(c)(4)(D)
3. TCA 49-6-3401(c)(5)
4. TCA 49-6-3401(g)(2); TCA 49-6-3402; Public Acts of 2020, Chapter No. 603
5. TCA 49-6-3401(c)(6)

Cross References

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

Bedford County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <b style="text-align: center;">Alternative Education	Descriptor Code: <b style="text-align: center;">6.319	Issued Date: <b style="text-align: center;">10/20/20
		Rescinds: <b style="text-align: center;">6.319	Issued: <b style="text-align: center;">06/18/18

- 1 The Board shall operate an alternative school **and/or** program for students in grades ~~6~~**7**-12 who have
 2 been suspended or expelled from regular school programs.¹ **Students in grades 4 and 5 may be**
 3 **assigned to the Pathways program at Bedford County Learning Academy (BCLA). Students are**
 4 **assigned through an evaluation process by the school that is sent to the Pathways committee at the**
 5 **central office of the school system for review and recommendation.**
- 6 **An alternative school is a short-term intervention program designed to provide educational services**
 7 **outside the regular school program for students who have been suspended or expelled. The alternative**
 8 **school is located in a separate facility from the regular school program. Bedford County’s alternative**
 9 **school is BCLA.**
- 10 **An alternative program is a short-term intervention program designed to provide educational services**
 11 **outside the regular school program for students who have been suspended or expelled. Alternative**
 12 **programs may be located within the regular school or be a self-contained program within the school.**
 13 **Alternative programs shall include, but are not limited to, the following: Pathways Program, Online**
 14 **Program [e.g. night school or in-school suspension].**
- 15 Alternative school **and/or** programs shall be operated in accordance with state laws and the rules of the
 16 State Board of Education, and instruction shall proceed as nearly as practicable in accordance with the
 17 instructional programs at the student’s ~~home~~ **regular** school.²
- 18 The Superintendent of Schools shall develop procedures that provide appropriate educational
 19 opportunities for all students assigned to an alternative education program. These educational
 20 opportunities shall utilize Tennessee’s academic standards, ~~.² incorporate innovative teaching~~
 21 ~~strategies, deliver research-based instructional techniques, and provide the resources necessary to~~
 22 ~~foster student learning and achievement.~~³
- 23 ~~Annually, the Superintendent of Schools/designee shall submit the following information to the~~
 24 ~~Department of Education:~~
- 25 ~~1. Alternative school(s) or program(s) currently in operation in the school district;~~
 - 26 ~~2. Number and grade level of students served in an alternative education program;~~
 - 27 ~~3. Primary reason for student assignment to an alternative education program; and~~
 - 28 ~~4. Number of faculty and staff serving each alternative education program.~~

1 ASSIGNMENT³

2 Students who have been suspended for more than ten (10) days or expelled through an SDHA hearing,
3 may be assigned to the alternative school or program if there is staff and space available.³ Availability
4 of staff and space shall be determined at the time the disciplinary decision is rendered. The
5 Superintendent of Schools/designee shall make this determination by evaluating factors including, but
6 not limited to, the following:

- 7 1. Level of supervision available;
- 8 2. Safety considerations; and
- 9 3. Type of infraction.

10 Students who have committed zero tolerance offenses are not required to be assigned to alternative
11 schools or programs.⁴

12 Prior to the assignment of the student to an alternative school program, the superintendent of
13 schools/designee shall provide written notice to the student's parent/guardian stating the reason for the
14 student's placement.⁵

15 Placement in an alternative education setting shall be reserved for students who significantly disrupt
16 the educational process. If a student has an active Individualized Education Plan, a 504 plan, or is
17 suspected of having a disability, all state and federal laws, rules, and regulations related to special
18 education shall be followed. The Superintendent of Schools/designee shall develop procedures
19 regarding placement of students in the program, taking into consideration the impact of exclusionary
20 discipline practices.⁶

21 ~~Attendance in alternative school programs shall be mandatory, and students attending an alternative~~
22 ~~school located outside of the school district shall provide their own transportation.~~

23 The Superintendent of Schools/designee shall monitor and regularly evaluate the academic progress of
24 each student enrolled in an alternative education program.

25 REMOVAL⁷

26 A student may be removed from the alternative school or program if:

- 27 1. He/she violates the rules of the alternative school or program; or
- 28 2. He/she is not benefiting from the assignment and all interventions have been exhausted
29 unsuccessfully.

30 ADDITIONAL OFFENSES⁸

31 Any new disciplinary offense committed during a student's original suspension or expulsion period
32 shall be treated as a new and separate offense. These offenses shall not constitute an extension of the
33 original suspension or expulsion.

34

1 **TRANSITION PLANS³⁻⁹**

2 The Superintendent of Schools/designee shall develop procedures regarding the implementation of
 3 transition plans for the integration of students **assigned to the alternative school.** ~~entering and exiting~~
 4 ~~the program.~~

5
 6

 Legal References

1. ~~TCA 49-6-3402(a);~~ **Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09 State Board of Education Policy 2.302**
2. ~~TCA 49-6-3402(b);~~ TRR/MS 0520-1-2-.09 (9)(a)
3. ~~State Board of Education Policy 2.302~~ **Public Acts of 2020, Chapter No. 603**
4. **Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-.09(6)(a)**
5. **TRR/MS 0520-01-02-.09(9)(i)**
6. **TRR/MS 0520-01-02-.09(9)(h)**
7. **Public Acts of 2020, Chapter No. 603**
8. **TRR/MS 0520-01-02-.09(9)(g)(2)**
9. **TRR/MS 0520-01-02-.09(m)**

 Cross References

- Special Education 4.202
 Suspension/~~Expulsion/Remand~~ 6.316
Student Disciplinary Hearing Authority 6.317
 Special Education Students 6.500



State of Tennessee

PUBLIC CHAPTER NO. 603

SENATE BILL NO. 1755

By Haile, Crowe, Robinson

Substituted for: House Bill No. 1671

By Lamberth, Garrett, Weaver, Griffey, White, Hardaway, Hurt, Faison

AN ACT to amend Tennessee Code Annotated, Title 49, relative to alternative education.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-3402, is amended by deleting subsection (c) and substituting instead the following:

(1)(A) Attendance in an alternative school or alternative program is mandatory for students in grades seven through twelve (7-12) who have been suspended for more than ten (10) days or expelled from the regular school program if there is space and staff available.

(B)(i) Notwithstanding subdivision (c)(1)(A), attendance in an alternative school or alternative program is not mandatory for students in grades seven through twelve (7-12) who have been expelled from the regular school program for committing a zero tolerance offense.

(ii) This subdivision (c)(1)(B) does not prohibit a director of schools, or a director's designee, from assigning a student who has been expelled from the regular school program for committing a zero tolerance offense to an alternative school or alternative program.

(iii) The director of schools, or the director's designee, shall determine whether to assign a student who has been expelled from the regular school program for committing a zero tolerance offense to an alternative school or alternative program on a case-by-case basis.

(C) Attendance in an alternative school or alternative program is voluntary for students in grades one through six (1-6) who have been suspended or expelled from the regular school program unless the local board of education adopts a policy mandating attendance in either instance.

(2)(A) A student who is assigned to an alternative school or alternative program is subject to all rules pertaining to the alternative school or alternative program.

(B) The director of schools, or the director's designee, may remove a student

duration of the student's original suspension or expulsion. The student's removal under subdivision (c)(2)(B) does not constitute grounds for any extension of the student's original suspension or expulsion.

(D) The director of schools, or the director's designee, shall make the final decision on removal.

(3) If a student is under suspension or expulsion and transfers to another LEA during the student's suspension or expulsion period, then the director of schools, or the director's designee, of the LEA to which the student transfers may review the grounds of the student's suspension or expulsion, but is not required to enforce the suspension or expulsion. If the director of schools, or the director's designee, elects to enforce the student's suspension or expulsion, then, notwithstanding subdivision (c)(1), the LEA to which the student transferred is not required to assign the student to an alternative school or alternative program for the remainder of the suspension or expulsion period. This subdivision (c)(3) does not limit or impair an LEA's ability to deny enrollment to a student who is under suspension or expulsion in another LEA or state pursuant to § 49-6-3401(f).

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it, and shall apply to students suspended, expelled, assigned to an alternative school or alternative program, removed from an alternative school or alternative program, or transferring during the student's suspension or expulsion period on or after that date.

SENATE BILL NO. 1755

PASSED: March 12, 2020


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 20th day of March 2020



BILL LEE GOVERNOR

**RULES
OF
THE STATE BOARD OF EDUCATION**

**CHAPTER 0520-01-02
DISTRICT AND SCHOOL OPERATIONS**

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0520-01-02-.03	Repealed	0520-01-02-.14	Repealed
0520-01-02-.04	Leave for Teachers	0520-01-02-.15	Repealed
0520-01-02-.05	Adult High Schools	0520-01-02-.16	School Fees
0520-01-02-.06	Adult Education Programs	0520-01-02-.17	State Attendance Guidelines
0520-01-02-.07	Library Information Centers	0520-01-02-.18	
0520-01-02-.08	Interscholastic Athletics	through	
0520-01-02-.09	Alternative Education	0520-01-02-.29	Repealed
0520-01-02-.10	Homebound Instruction	0520-01-02-.30	School Safety
0520-01-02-.11	School Board Training	0520-01-02-.31	Organization and Administration of Schools

0520-01-02-.01 APPROVAL OF LOCAL EDUCATION AGENCIES (LEAS).

- (1) A public school is the basic administrative unit of a state, county, city, or special district school system, consisting of one or more grade groups, one or more teachers to give instruction, and one principal, which school shall be subject to the statutes of the State of Tennessee, and to the rules, regulations, and minimum standards of the State Board of Education (State Board).
- (2) The Department of Education (Department) shall make periodic inspections of the Local Education Agencies (LEAs) under its control. These inspections shall be made to determine the extent to which LEAs operate in compliance with State Board rules and regulations and to verify the information received on reports from local school officials. The Department shall develop and annually notify LEAs of the inspection criteria.
 - (a) Each LEA shall be classified as approved, conditionally approved, or non-approved based on the inspection of the Department. LEAs classified as conditionally approved by the Commissioner of Education shall receive a written explanation of the reasons for such classification and shall be afforded the opportunity to respond. The Commissioner's notification shall include a time by which corrective action shall be completed by the LEA. If such corrective action is not taken within the time specified, the LEA shall be classified as non-approved and the Commissioner shall impose sanctions on the LEA which may include withholding part or all of Basic Education Program (BEP) funding to the non-approved LEA.
 - (b) The Department shall make an annual report to the State Board regarding each LEA's compliance with State Board rules and regulations. The report shall include the approval status of each LEA, deficiencies identified by the Department in the approval process, an assessment of action needed to attain approval, LEA response, and sanctions imposed upon LEAs which do not comply.
- (3) The Department shall maintain an internal audit function which shall assist the Department in the inspection of schools. Internal audit reports shall be presented to the Commissioner of Education and the State Board.

Authority: T.C.A. §§ 49-1-302, 49-3-353 **Administrative History:** Original rule certified June 10, 1974. Amendment filed August 20, 1984; effective November 13, 1984. Amendment filed September 26, 1985; effective December 14, 1985. Amendment filed September 20, 1987; effective December 22, 1987.

(Rule 0520-01-02-.01, continued)

Amendment filed October 18, 1988; effective January 29, 1989. New rule filed February 16, 1989; effective April 2, 1989. Amendment filed July 11, 1990; effective October 29, 1990. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Repeal and new rule filed December 5, 2011; effective May 30, 2012.

0520-01-02-.02 SALARY SCHEDULES.

- (1) The State Board shall adopt an annual minimum salary schedule for all licensed personnel, which shall apply to every LEA. The state minimum salary schedule shall be based on a combination of experience and academic training. Local boards of education shall adopt a salary schedule that meets the requirements of the minimum salary schedule adopted by the State Board
- (2) Local boards of education shall adopt a salary schedule based on a combination of experience and academic training or may propose an alternative salary schedule for approval by the State Board and the Commissioner of Education. Alternative salary schedules proposed for approval must meet the criteria outlined in the State Board's Strategic Compensation Policy 5.600.
- (3) The state minimum salary schedule and local salary schedules shall not be applicable to substitute personnel. In the case where a licensed teacher is serving as a substitute for a regular teacher on leave whose accumulated leave has not been exhausted, the school system may compensate the licensed educator as a substitute.
- (4) If a local school board adopts a salary schedule based in part on experience, the types of verified experiences that may be recognized may include, but not be limited to:
 - (a) Local school boards, at their discretion, may recognize the following types of work-related experience including, but not limited to:
 1. Verified administrative, supervisory, and or teaching experience in a public schools or an approved non-public school, schools approved by recognized accrediting agencies, or approved by the Tennessee Department of Education, or any Pre-K program funded by the Tennessee Department of Education;
 - (b) Verified teaching experience in a pre-K-12 schools operated by the United States government either within or outside the United States;
 - (c) Verified teaching experience in a regionally accredited institution of higher education;
 - (d) Verified teaching experience as a part of a visiting teacher programs authorized by the United States government or a foreign ministry of education;
 - (e) Verified experience as a professional employee of the State Board of Education, the State Department of Education, and the Comptroller's Office of Educational Accountability (OREA);
 - (f) Verified active military service in the armed forces of the United States; or
 - (g) Verified professional work experience in the fields typically held by school service personnel (audiology, speech-language pathologist, psychology, social worker, counselor) in a setting other than a public or non-public school.
- (5) If a local school board adopts a salary schedule based in part on training, the following shall apply:

(Rule 0520-01-02-.02, continued)

- (a) For college or university course work completed after the start of the current school year but before September 1, the salary rating shall be adjusted as of September 1 of the current school year. The employee must notify the LEA of the employee's intent to complete course work prior to Aug. 31, and the LEA must file documentation of changes to the employee's salary rating with the Department on or before October 15 of the current school year.
 - (b) For college or university course work completed after August 31, but before January 1 of the current school year, the salary rating shall be adjusted as of January 1 of the current school year. The employee must notify the LEA of the employee's intent to complete course work prior to Jan. 1. The LEA must file documentation of changes to the employee's salary rating with the Department on, or before, February 15 of the current school year.
- (6) The individual educator shall provide evidence of experience and training to the LEA for verification and approval.
- (7) Pursuant to T.C.A. § 49-3-306, each LEA shall develop, adopt, and implement a differentiated pay plan in compliance with the State Board's Strategic Compensation Policy 5.600. Each differentiated pay plan shall be designed to aid in staffing hard-to-staff subject areas and schools and in hiring and retaining highly qualified teachers.

Authority: T.C.A. §§ 49-1-302, 49-1-302(a)(5), 49-3-306, 49-5-402, and 49-6-101. **Administrative History:** Original rule certified June 10, 1974. Amendment filed June 10, 1974; effective July 10, 1974. Amendment filed June 30, 1975; effective July 30, 1975. Amendment filed July 15, 1976; effective August 15, 1976. Amendment filed February 28, 1978; effective March 30, 1978. Amendment filed January 9, 1979; effective February 23, 1979. Amendment filed and new rule filed October 15, 1979; effective January 8, 1980. Amendment filed April 14, 1980; effective May 28, 1980. Amendment filed November 13, 1981; effective March 16, 1982. Amendment filed June 4, 1982; effective September 30, 1982. Amendment filed August 17, 1983; effective November 14, 1983. Amendment filed August 20, 1984; effective November 13, 1984. Amendment filed September 26, 1985; effective December 14, 1985. Repeal and new rule filed May 8, 1986; effective June 27, 1986. Amendment filed September 20, 1987; effective December 22, 1987. Amendment filed October 18, 1988; effective January 1989. Amendment filed November 9, 1989; effective February 28, 1990. Amendment filed July 11, 1990; effective October 29, 1990. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed January 21, 1994; effective May 31, 1994. Amendment filed August 7, 1995; effective December 29, 1995. Amendment filed October 11, 1995; effective February 28, 1996. Amendment filed May 19, 2005; effective September 28, 2005. Amendment filed December 28, 2005; effective April 28, 2006. Amendment filed January 5, 2006; effective May 31, 2006. Amendment filed February 24, 2010; effective July 29, 2010. Amendments filed October 7, 2016; effective January 5, 2017. Amendments filed December 23, 2016; effective March 23, 2017.

0520-01-02-.07 LIBRARY INFORMATION CENTERS.

- (1) School Library Information Center.
- (a) All school libraries shall serve as resources for students, teachers, and community members to strengthen student learning. School library information specialists shall work collaboratively with classroom teachers and school administrators to integrate both curricular concepts and information skills that assist research and other learning activities. The collection and the services of the library shall adequately support the curricular priorities within the school.

(Rule 0520-01-02-.07, continued)

- (b) School libraries shall provide an environment that allows efficient access to resources, including both print and electronic. Schools must be organized to allow the library program to operate a flexible schedule that allows students and teachers to access resources at the point of need.
 - (c) School libraries should provide parents and community members access to resources, however, schools shall weigh these considerations to ensure student safety and access to school buildings.
- (2) Library Information Specialists.
- (a) Elementary/Middle Schools. Schools including grades kindergarten (K) through eight (8) or any combination thereof shall provide library information specialists as follows:
 1. A school having a current student enrollment of 550 or more students shall have a full-time library information specialist with endorsement as a library information specialist.
 2. A school with a current student enrollment of 400 to 549 students shall have a half-time library information specialist with endorsement as a library information specialist. During the time that the library is open during regular school hours and the library information specialist is not present, staff member(s) shall be designated to provide supervision to students in the library.
 3. In a school with fewer than 400 students, a faculty member shall serve as a library information coordinator. If the library information coordinator is not present during the time that the library is open during regular school hours, staff member(s) shall be designated to provide supervision to students in the library.
 4. Schools are encouraged to have the library open outside the regularly scheduled school day and if the library personnel specialist or coordinator is not present, appropriate supervision shall be provided to the students in the library.
 - (b) High Schools. Schools including any combination of grades nine through twelve (9-12) shall provide library information specialists as follows:
 1. A school with a current student enrollment of 1,500 or more students shall have two (2) full-time library information specialists, each with endorsement as a library information specialist.
 2. A school with a current student enrollment of more than 300 but less than 1,500 students shall have a full-time library information specialist with endorsement as a library information specialist.
 3. A school with a current student enrollment of fewer than 300 students shall have a half-time library information specialist. During the time that the library is open during regular school hours and the library information specialist is not present, staff member(s) shall be designated to provide supervision to students in the library.
 4. Schools are encouraged to have the library open outside the regularly scheduled school day and if the library information specialist is not present, appropriate supervision shall be provided to the students in the library.
- (3) Library Information Center Collection.

(Rule 0520-01-02-.07, continued)

The three (3) levels of collection standards for Tennessee school libraries are: Basic, Standard, and Exemplary. The criteria by which school library collections are evaluated are listed below:

(a) Item Count.

Basic collection - Contains between twelve (12) and fourteen (14) items per student enrolled in the school;

Standard collection – Contains between fifteen (15) and seventeen (17) items per student enrolled in the school; and

Exemplary collection - Contains eighteen (18) or more items per students enrolled in the school.

(b) Collection Compilation.

1. Pamphlets, textbooks, class sets, periodicals, out-of-date items, and items in poor physical condition shall neither be counted nor reported in the total collection.
2. No more than five (5) copies of the same print title may be counted to meet standards for a minimum number of items per student.
3. Digital resources should be accessible through a school library webpage or Online Public Access Catalog (OPAC) and may comprise fifty percent (50%) of the collection.
4. The library shall provide access to the virtual library administered by the Tennessee State Library and Archives and the library personnel should receive training. These resources may count for up to twenty percent (20%) of the overall collection or, in schools in which the librarian has received official training within the last five (5) years, they may count for up to thirty percent (30%) of the overall collection.
5. The collection shall include access to a current, complete encyclopedia in any format. In high schools, the collection shall also include an unabridged dictionary, one (1) foreign language dictionary in the native language of ESL students in attendance at the school, a local newspaper, and one (1) daily newspaper presenting news on both state and national levels. These items may be in any format. For digital materials, only full text shall be counted in the total.
6. The collection should include a balance of fiction and nonfiction with an appropriate level of text complexity. The resources in the collection should be chosen to: complement and augment the most recently adopted curriculum, be a motivational springboard for student research, and encourage self-expression and curiosity by offering a variety of recreational reading material.

(c) Age.

Collections meeting the compilation standards are evaluated based on age of the collection as measured in years from the current year:

Basic collection - sixteen (16) years and older;

Standard collection - fifteen (15) years; and

(Rule 0520-01-02-.07, continued)

Exemplary collection - fourteen (14) years or less.

(d) Technology - Access to Digital Materials.

1. Workstations with internet access in the library information center are sufficient to provide access for students. The number of workstations should be no less than the average class size allowable by the state. A workstation may be a desktop, laptop, tablet or similar device, but devices available for checkout should not be counted in the total.
2. School libraries should be equipped with instructional technology, including, but not limited to, LCD projector, screen and/or interactive smart board, document camera, computer, etc., and provide user training for such devices.
3. Separate computers must be maintained for both the library management system/circulation and for the library personnel.

Authority: T.C.A. § 49-1-302. **Administrative History:** Original rule certified June 10, 1974. Amendment filed June 10, 1974; effective July 10, 1974. Amendment filed June 30, 1975; effective July 30, 1975. Amendment filed July 15, 1976; effective August 16, 1976. Amendment filed February 28, 1978; effective March 30, 1978. Amendment filed January 9, 1979; effective February 23, 1979. Amendment and new rule filed October 15, 1979; effective January 8, 1980. Amendment filed April 14, 1980; effective May 28, 1980. Amendment filed November 13, 1982; effective March 16, 1982. Amendment filed June 4, 1982; effective September 30, 1982. Amendment filed August 17, 1983; effective November 14, 1983. Repeal filed June 28, 1984; effective September 11, 1984. Amendment filed January 31, 1985; effective April 16, 1985. Repeal filed July 22, 1987; effective October 28, 1987. New rule filed February 16, 1989; effective April 2, 1989. Amendment filed November 9, 1989; effective February 28, 1990. Amendment filed July 11, 1990; effective October 29, 1990. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed September 6, 2007; effective January 28, 2008.

0520-01-02-.09 ALTERNATIVE EDUCATION.

- (1) Alternative education is a non-traditional, short-term academic program or school designed to meet the student's educational, behavioral, and social needs. Alternative education includes alternative schools and alternative programs.
- (2) Alternative school means a short-term intervention program designed to provide educational services outside of the regular school program for students who have been suspended or expelled. Alternative schools are located in a separate facility from the regular school program.
- (3) Alternative program means a short-term intervention program designed to provide educational services outside the regular school program for students who have been suspended or expelled. Alternative programs may be located within the regular school or be a self-contained program within a school. Alternative programs include, but are not limited to, night schools or in-school suspension.
- (4) Pursuant to T.C.A. § 49-6-3402, local boards of education may establish alternative schools for students in grades one (1) through six (6) who have been suspended or expelled from the regular school program.
- (5) Attendance in an alternative school or alternative program shall be voluntary for students in grades one through six (1-6) who have been suspended or expelled from the regular school

(Rule 0520-01-02-.09, continued)

program, unless the local board of education adopts a policy mandating attendance in either instance.

- (6) A local board of education shall establish at least one (1) alternative school for students in grades seven (7) through twelve (12) who have been suspended or expelled. Attendance in an alternative school or program is mandatory for students in grades seven through twelve (7-12) who have been suspended for more than ten (10) days or expelled from the regular school program if space and staff are available. Space and staff availability shall be determined by the LEA at the time the disciplinary decision is rendered.
 - (a) Attendance in an alternative school or alternative program is not mandatory for students in grades seven through twelve (7-12) who have been expelled from the regular school program for committing a zero-tolerance offense. However, this does not prohibit a director of schools, or a director's designee, from assigning a student who has been expelled from the regular school program for committing a zero-tolerance offense to an alternative school or alternative program.
- (7) Students in pre-Kindergarten or Kindergarten shall not be assigned to an alternative school or program.
- (8) Each local board of education shall adopt a policy regarding alternative education that is aligned to this rule and the State Board's Alternative Education Policy 2.302.
- (9) Requirements for alternative education:
 - (a) The instruction shall proceed as nearly as practicable in accordance with the instructional program in the student's regular school. Instruction shall be based on the academic standards adopted by the State Board.
 - (b) All course work and credits earned shall be transferred and recorded in the student's home school, which shall grant credit earned and progress thereon as if earned in the home school.
 - (c) Students shall participate in all required state assessments at sites determined by school officials and in accordance with established guidelines regarding student grade levels and eligibility. State assessment results shall be reported in the LEA where the student was enrolled prior to his or her placement in the alternative school.
 - (d) Each alternative school or program shall comply with class size requirements established in T.C.A. § 49-1-104 and instructional and planning time requirements established by the State Board. Nothing shall prohibit an LEA from establishing a lower class size ratio in an alternative school or program.
 - (e) The minimum length of the school day for alternative schools and programs shall be six and one-half (6½) hours.
 - (f) LEAs shall monitor and regularly evaluate the academic progress of each student enrolled in an alternative school.
 - (g) Students are subject to all rules pertaining to the alternative school or alternative program.
 1. The director of schools, or the director's designee, may remove a student from the alternative school or alternative program if the director, or the director's designee, determines that:

(Rule 0520-01-02-.09, continued)

- (i) The student has violated the rules of the alternative school or alternative program; or
 - (ii) The student is not benefiting from the student's assignment to the alternative school or alternative program, and all interventions available to help the student to succeed in the alternative school or alternative program have been exhausted unsuccessfully.
 2. A student's removal from the alternative school or alternative program shall not constitute grounds for extending the length of original suspension or expulsion.
 3. The director of schools, or the director's designee, shall make the final decision on removal.
- (h) If a student has an active Individualized Education Program (IEP), a 504 plan, or is suspected of having a disability, all state and federal laws and rules relating to students with disabilities and special education shall be followed.
- (i) Prior to the assignment of a student to an alternative school or program, the LEA shall provide written notice, which includes the reason for the student's placement, to the student's parent or guardian. Reasons for placement in an alternative school must be documented. End of year reports must be made to the regular school for each student.
- (j) Each teacher providing instruction to students in an alternative education school or program shall be licensed to teach in Tennessee and shall meet the qualifications to teach in compliance with the rules and regulations of the State Board.
- (k) Alternative schools shall have an appropriately licensed administrator assigned to supervise the school.
- (l) Support services such as counseling and psychological services must be accessible.
- (m) Each LEA shall develop and implement formal transition plans for the integration of students from a traditional school to an alternative school or from an alternative school back to a traditional school. Transition plans shall be targeted to improve communication between a traditional school and an alternative school staff and should address any barriers that would prohibit students from successfully transitioning. Transition plans shall include aligning of curricula, in-take procedures for students returning to traditional school, professional development opportunities for traditional and alternative school staff, educational and behavioral supports, follow-up for students returning to traditional school, and the development of graduation and postsecondary goals.
- (n) All alternative school classrooms shall have working two-way communication systems that make it possible for teachers or other employees to notify a principal, supervisor, or other administrator that there is an emergency.
- (o) It is the responsibility of the superintendent to ensure that all alternative school teachers and other employees have been trained to use the two-way communication system and are notified of emergency procedures prior to the beginning of classes for any school year and when changes are made in the emergency procedures and/or personnel. Such emergency procedures shall be linked to the school and school system emergency preparedness plan.
- (p) LEAs shall submit an annual alternative education survey to the Department that provides the following information:

(Rule 0520-01-02-.09, continued)

1. Alternative schools or programs currently in operation in the LEA;
 2. Number and grade level of students served;
 3. Primary reason for student assignment;
 4. Number of faculty and staff; and
 5. Information required by T.C.A. § 49-6-3405.
- (10) Funding.
- (a) Students attending an alternative school shall continue to earn Basic Education Program (BEP) funding for the LEA in which the student is enrolled.
- (11) Facilities:
- (a) A local board of education may not contract or otherwise affiliate with an alternative school program which requires an order of a court as a precondition of placement in such alternative school.
 - (b) A local board of education may contract with independent contractors to provide alternative school facilities and other appropriate services consistent with T.C.A. § 49-2-203
 - (c) A local board of education may establish its own facility.
 - (d) Two or more boards may join together and establish an alternative school attended by students from any such LEA.
 - (e) Through a mutually accepted agreement with another local board of education, a board may send its suspended or expelled students to an alternative school already existing in another LEA.

Authority: T.C.A. §§ 49-6-3401 49-6-3402, and 49-6-3405. **Administrative History:** Original rule certified June 10, 1974. Amendment filed February 28, 1978; effective March 30, 1978. Amendment filed January 9, 1979; effective February 23, 1979. Amendment filed April 14, 1980; effective May 28, 1980. Amendment filed June 28, 1984; effective September 11, 1984. Amendment filed January 2, 1986; effective April 15, 1986. Amendment filed May 28, 1986; effective June 27, 1986. Amendment filed April 24, 1987; effective June 8, 1987. Repeal and new rule filed March 16, 1992; effective June 29, 1992. Amendment filed June 24, 1992; effective September 28, 1992. Amendment filed April 18, 1997; effective August 28, 1997. Amendment filed April 27, 1998; effective August 28, 1998

0520-01-02-.12 WAIVERS.

- (1) Pursuant to T.C.A. § 49-1-201(d), upon application by an LEA for one (1) or more of its schools, the Commissioner of Education may waive any State Board rule or statute that inhibits or hinders the LEA's ability to meet its goals or comply with its mission.

(Rule 0520-01-02-.12, continued)

- (2) Waivers shall not be granted by the Commissioner for requirements related to:
- (a) Federal and state civil rights;
 - (b) Federal, state, and local health and safety;
 - (c) Federal and state public records;
 - (d) Immunizations;
 - (e) Possession of weapons on school grounds;
 - (f) Background checks and fingerprinting of personnel;
 - (g) Federal and state special education services;
 - (h) Student due process;
 - (i) Parental rights;
 - (j) Federal and state student assessment and accountability;
 - (k) Open meetings;
 - (l) Educators' due process rights;
 - (m) Reductions in teachers' salaries;
 - (n) Employee rights, salaries and benefits;
 - (o) Licensure of employees;
 - (p) Maximum class sizes established in T.C.A. § 49-1-104, unless in the case of a natural disaster that results in the enrollment of displaced students
- (3) All waiver requests shall be submitted in writing to the Commissioner by the director of schools on the forms provided by the Department.
- (4) All waiver requests shall include a listing of the specific State Board rule or statute requested to be waived.
- (5) The Commissioner may request additional information to supplement a completed request.
- (6) The Department shall post to its website any waiver of statutes, rules, regulations, or policies granted by the Commissioner within five (5) business days of the Commissioner's approval. The waivers shall include the name of the LEA requesting the waiver and an explanation of the waiver requested.

Authority: T.C.A. §§ 49-1-201(d), 49-1-203, 49-1-104. **Administrative History:** Original rule certified June 10, 1974. Amendment filed June 30, 1975; effective July 30, 1975. Amendment filed February 28, 1978; effective March 30, 1978. Amendment filed January 9, 1979; effective February 23, 1979. Amendment filed April 14, 1980; effective May 28, 1980. Amendment filed April 12, 1983; effective May 12, 1983. Amendment filed June 27, 1984; effective July 27, 1984. Amendment filed June 28, 1984; effective September 11, 1984. Amendment filed May 28, 1986; effective June 27, 1986. Amendment filed

(Rule 0520-01-02-.12, continued)

October 15, 1986; effective January 27, 1987. Amendment filed July 21, 1988; effective October 29, 1988. Repeal and new rule filed March 16, 1992; effective June 29, 1992.

0520-01-02-.14 REPEALED.

Authority: T.C.A. §§ 49-1-209, 49-1-210, and 49-1-302(i). **Administrative History:** Original rule filed January 31, 1995; effective May 31, 1995. Amendment filed August 7, 1995; effective December 29, 1995.

0520-01-02-.15 REPEALED.

Authority: T.C.A. §§ 49-1-302(a) and 49-6-2202(c). **Administrative History:** Original rule filed January 31, 1995; effective May 31, 1995. Amendment filed August 7, 1995; effective December 29, 1995. Repeal filed August 11, 2017; effective November 9, 2017.

0520-01-02-.16 SCHOOL FEES AND DEBTS.

(1) School Fees.

- (a) No fees or tuition shall be required of any student as a condition of attending a public school or using its equipment while receiving educational training.
- (b) Local boards of education may adopt a policy requesting, but not requiring certain school fees of any student, regardless of financial status (including eligibility for free or reduced price lunch). All school fees must be authorized by the local board of education. The school fees that may be requested, but not required include:
 1. Fees for activities that occur during regular school hours (the required 180 instructional days), including field trips, any portion of which fall within the school day; or for activities outside regular school hours if required for credit or grade;
 2. Fees for activities and supplies required to participate in all courses offered for credit or grade, including interscholastic athletics and marching band if taken for credit in accordance with local board policies;
 3. Fees or tuition applicable to courses taken during the summer by a student, except that nonresident students regularly enrolled in another school system may be required to pay fees or tuition for such summer courses;
 4. Fees required for graduation ceremonies; and
 5. Refundable security deposits requested by a school for use of school property for courses offered for credit or grade, including interscholastic athletics and marching band if taken for credit or grade in accordance with local board policies.
- (c) Local Education Agencies (LEAs) shall establish a process by which to waive any requested, but not required, school fees.
 1. At the beginning of the school year, at the time of enrollment, and/or at the time of requesting school fees, all students and their parents or legal guardians shall be given clear and prominent written notice of authorized fees that may be requested, but not required, and notice of the fee waiver process.

(Rule 0520-01-02-.16, continued)

2. The parent or legal guardian of a student shall be given the opportunity to pay all or any portion of the requested school fee if they desire.
 3. If a waiver is not approved by the LEA, the LEA cannot require payment of the requested fee. If the parent chooses not to pay a requested fee, the child shall not be prevented from participating in the activity or course for which the fee is being requested.
- (2) School Debts and Other Permissible Charges.
- (a) LEAs are authorized to require payment of the following by all affected students:
1. Fines imposed on all students for late-returned library books; parking or other traffic fines imposed for abuse of parking privileges on school property; or reasonable charges for lost or destroyed textbooks, library books, workbooks, or any other property of the school;
 2. Debts incurred pursuant to paragraph (2)(b);
 3. Refundable security deposits collected by a school for use of school property for participation in extracurricular, non-credit-bearing activities;
 4. Costs for extracurricular activities occurring outside the regular school day including sports, optional trips, clubs, or social events; and
 5. Non-resident tuition charged of all students attending a school system other than the one serving their place of residence.
- (b) Withholding of Student Grades for Debts Owed to the School.
1. LEAs are authorized to withhold all grade cards, diplomas, certificates of progress, or transcripts of a student who has taken property that belongs to a LEA, or has incurred a debt to a school, until such student makes restitution in full. Unpaid school fees, as defined above, shall not be considered debts owed to the school.
 2. No student shall be sanctioned under the provisions of this rule when the student is deemed by the LEA to be without fault for the debt owed to the LEA or the school.
 3. Nothing in this Rule authorizes any LEA to limit the rights of parents or legal guardians to have access to their children's educational records pursuant to the Family Educational Rights and Privacy Act.
 4. LEAs shall afford the student and/or the student's parent or legal guardian the opportunity to appear and be heard if such student and/or the parent or legal guardian disputes the debt, the amount of the debt, or the application of sanctions.

Authority: T.C.A §§ 49-1-302, 49-2-110, and 49-2-114. **Administrative History:** Original rule filed April 28, 2000; effective August 28, 2000.

(Rule 0520-01-02, continued)

0520-01-02-.17 STATE ENROLLMENT AND ATTENDANCE GUIDELINES.

- (1) Children entering kindergarten shall be five (5) years of age on or before August 15. However, a child does not have to enroll in school at five (5) years of age, but enrollment must occur no later than the beginning of the academic year following the child's sixth (6th) birthday.
- (2) Any transfer student applying for admission who was legally enrolled in an approved kindergarten in another state and who will be five (5) years of age no later than December 31 of the current school year shall be enrolled.
- (3) Pursuant to the Tennessee compulsory attendance law, all children must attend school between the ages of six (6) and seventeen (17), both inclusive. T.C.A. §§ 49-6-3001 and 49-6-3005 provide that the following children may be exempt from the compulsory attendance law:
 - (a) Children mentally or physically incapacitated to perform school duties, with the disability attested to by a duly licensed physician in all cases;
 - (b) Children who have completed high school and hold a high school diploma or other certificate of graduation;
 - (c) Children enrolled and making satisfactory progress in a course of instruction leading to a high school equivalency diploma;
 - (d) Children participating in a program of hospital or homebound instruction administered or approved by the LEA;
 - (e) Children six (6) years of age or under whose parent or guardian have filed a notice of intent to conduct a home school as provided by T.C.A. § 49-6-3001 or who are conducting a home school as provided by T.C.A. § 49-6-3050;
 - (f) Children enrolled in a home school who have reached seventeen (17) years of age; and
 - (g) Children who have attained their seventeenth (17th) birthday and whose continued compulsory attendance, in the opinion of the local board of education in charge of the school to which the children belong and are enrolled, results in detriment to good order and discipline and to the instruction of other students and is not of substantial benefit to the children.
- (4) Local boards of education may admit students from outside their respective local school district at any time.
 - (a) Local boards of education may arrange for the transfer of students residing within their district to other school districts by establishing agreements with other local boards of education for the admission or transfer of students from one school district to another.
 - (b) The receiving board of education may set a time before or during the school year after which it will not accept transfer students. The receiving board of education may charge the non-resident student tuition to attend.
 - (c) If a local board of education otherwise permits non-resident students to transfer into its schools, it may not discriminate against any students solely on the grounds of their race, sex, national origin, or disability, nor may it charge such students a tuition over and above the usual tuition for students without disabilities.

(Rule 0520-01-02-.17, continued)

- (5) Each local board of education shall adopt an attendance policy in accordance with the State Board's School Attendance Policy 4.100 that is firm, but fair; includes effective accounting and reporting procedures; accounts for extenuating circumstances; includes appeal procedures; and establishes and maintains alternative programs for students who fail to meet minimum attendance requirements.
- (a) The policy shall address the excusing of absences in accordance with the State Board's School Attendance Policy 4.100.
 - (b) The policy shall address unexcused absences in accordance with the State Board's School Attendance Policy 4.100
 - (c) The policy shall align with the McKinney-Vento Homeless Assistance Act [found at 42 U.S.C. §§ 11431, et seq.].
 - (d) Local attendance policies shall not be used to penalize students academically.
 - (e) The attendance policy adopted by the local board of education shall be posted at each school, and school counselors shall be supplied copies for discussion with students. The policy shall be referenced in all school handbooks. All teachers, administrative staff, and parents/guardians shall be provided copies of the policy.
- (6) Pursuant to T.C.A. § 49-6-3009, each local board of education shall adopt a progressive truancy intervention plan for students who violate compulsory attendance requirements prior to the filing of a truancy petition or a criminal prosecution for educational neglect. These interventions must be designed to address student conduct related to truancy in the school setting and minimize the need for referrals to juvenile court.
- (7) Whenever possible, attendance issues should be resolved at the school level. To ensure due process, Local boards of education must adopt a policy that affords students with excessive (more than 5) unexcused absences the opportunity to appeal. Such policy must, at minimum, include written or actual notice to the student or their parent/guardian and the opportunity to be heard. The burden of proof rests on the student or their parent/guardian. The appeal process for determining unexcused absences is ancillary to a truancy decision rendered by a juvenile court judge as described in T.C.A. § 49-6-3010.
- (8) LEAs are encouraged to develop truancy boards, youth courts, or other alternative programs to serve as an intervention for students with excessive absences. These may be in addition to, or a part of, the progressive truancy intervention plan required by T.C.A. § 49-6-3009.

Authority: T.C.A. §§ 49-6-3002, 49-6-3005, 49-6-3009, . **Administrative History:** (For history prior to June 1992, see pages iii through ix). Repeal filed March 16, 1992; effective June 29, 1992. New rule filed December 23, 2014; effective March 23, 2015.

0520-01-02-.18 THROUGH 0520-01-02-.29 REPEALED.

Authority: T.C.A. § 49-1-203. **Administrative History:** (For history prior to June 1992, see pages iii through ix). Repeal filed March 16, 1992; effective June 29, 1992.

(Rule 0520-01-02, continued)

0520-01-02-.30 SCHOOL SAFETY.

- (1) All public schools shall have an automated external defibrillator (AED) device placed within the school. Each school shall comply with the training, notification, and maintenance requirements relative to AEDs in accordance with all provisions of T.C.A. title 68, chapter 140, part 4.
- (2) Each LEA shall have a multi-hazard emergency operations plan to include, but not be limited to, fire, tornado, earthquake, flood, bomb threat, and armed intrusion.
 - (a) Each school shall practice emergency safety procedures.
 - (b) Each LEA having jurisdiction that lies entirely or partially within one hundred (100) miles of the New Madrid Fault Line shall implement earthquake preparedness drills in each of the schools administered by such LEA. The Guidebook for Developing a School Earthquake Safety Program published by the Federal Emergency Management Agency shall serve as the model plan for local education agencies to consider when adopting plans for earthquake preparedness drills. Affected local education agencies shall review and consider the entire guidebook to ensure that their schools provide the optimal safety conditions for their students.
 - (c) Each school administered by an LEA having jurisdiction that lies entirely or partially within one hundred (100) miles of the New Madrid Fault Line shall conduct at least two (2) earthquake preparedness drills every school year. A record of the earthquake preparedness drills, including the time and date, shall be kept in the respective schools and shall be made available upon request by the Department of Education.
 - (d) Each school that utilizes a two (2)-way communication system shall ensure teachers and other personnel are properly and adequately trained on the use of the system.

Authority: T.C.A. §§ 49-1-302 and 49-1-302(a)(2) and (13), 49-2-122. **Administrative History:**

0520-01-02-.31 ORGANIZATION AND ADMINISTRATION OF SCHOOLS.

- (1) The minimum length of the school day for students shall be six and one-half (6½) hours.
 - (a) LEAs may provide for professional development during the school day under one (1) of the following options:
 1. LEAs which elect to extend the school day to at least seven (7) hours for the purpose of meeting instructional time requirements missed due to dangerous or extreme weather conditions may allocate a portion of that extension for the purpose of faculty professional development, IEP team meetings, school-wide or system-wide instructional planning meetings, parent/teacher conferences, or other similar meetings, as permitted in T.C.A. § 49-6-3004(e)(1), under the following conditions:
 - (i) Prior to the beginning of the school year, the LEA shall designate how many days shall be allocated for dangerous or extreme weather conditions and how many shall be allocated for student dismissals for faculty professional development, IEP team meetings, school-wide or system-wide instructional planning meetings, parent/teacher conferences, or other similar meetings. The total number of days shall not exceed thirteen (13).

(Rule 0520-01-02-.31, continued)

- (ii) Faculty professional development shall be consistent with the policies, standards, and guidelines established by the State Board of Education.
 - (iii) LEAs shall submit their plans for the allocation of excess time to the Commissioner for approval.
2. LEAs may adopt policies providing for individual schools to have school days of at least seven (7) hours in order to accumulate instructional time to be used for periodic early student dismissals for the purpose of faculty professional development. The following conditions shall apply to LEAs exercising this option:
- (i) Early dismissals shall not exceed the equivalent of thirteen (13) days and shall not exceed three and one-half (3½) hours in any week.
 - (ii) Students shall attend school one-hundred eighty (180) days.
 - (iii) Faculty professional development shall be consistent with standards and guidelines established by the State Board of Education in the Professional Development Policy 5.200.
- (2) The length of the kindergarten day shall not be less than four (4) hours. Double sessions in any kindergarten program may be permitted so long as both sessions meet all legal requirements for kindergarten programs.
- (3) A cumulative record provided to teachers by the LEA shall be kept up to date for each student, kindergarten (K) through grade twelve (12), and shall remain as local school property.
- (a) Each school shall provide for the storage and safekeeping of all records and reports.
 - (b) The maintenance, use, dissemination, and confidentiality of information in school records and reports shall be governed by written policies of the local board of education.
- (4) Local boards of education shall have policies providing for class sizes in grades kindergarten (K) through twelve (12) in accordance with the following:

Grade Level	Average Class Size	Maximum Class Size
K-3	20	25
4-6	25	30
7-12	30	35
Career and Technical Education	20	25

- (a) The average class size for a grade level unit (such as the unit K-3) shall not exceed the stated average, although individual classes within that grade level unit may exceed the average.
- (b) No class shall exceed the prescribed maximum size.
- (c) The average class size and the maximum class size shall be based on regular classroom teaching positions pursuant to T.C.A. § 49-1-104(c).
- (d) Class size limits may be exceeded in such areas as keyboarding and instrumental and vocal music classes, provided that the effectiveness of the instructional program in these areas is not impaired.

(Rule 0520-01-02-.31, continued)

- (e) LEAs may seek a waiver from the Commissioner to extend the Career and Technical Education (CTE) class size average in grades nine through twelve (9-12), provided that individual class sizes do not exceed the maximum class size set for CTE classes.
 - (f) LEAs shall not establish split-grade classes for the purpose of complying with the provisions of the class size averages and maximums. However, these provisions do not prevent LEAs from using multi-aged classes.
 - (g) Local boards of education must approve the establishment of any split-grade classes for any purpose, provided that split-grade classes shall not be established for the purpose of compliance with the provisions herein.
 - (h) The average class size specified for the grade levels involved in split-grade classes will be the maximum size allowed in such classes.
- (5) Teachers shall be on duty at least seven (7) hours per day and such additional time as the LEA requires.
- (6) Local boards of education shall provide full-time classroom teachers in grades kindergarten (K) through twelve (12) with individual duty-free planning periods during the established instructional day.
- (a) Individual planning time shall consist of two and one-half (2½) hours each week during which teachers have no other assigned duties or responsibilities other than planning for instruction. The two and one-half (2½) hours may be divided on a daily or other basis.
 - (b) In schools providing a lunch period for students, all teachers shall be provided each day with a lunch period during which they shall not have assigned duties. The lunch period for each teacher shall be at least the same amount of time as that allowed for students. Individual duty-free planning time shall not occur during any period that teachers are entitled to duty-free lunch.
 - (c) Any LEA which is providing an individual duty-free planning period by extending the school day by thirty (30) minutes as of the beginning of the 2000-01 school year may continue such practice and satisfy the planning time requirements.
- (7) Local boards of education shall ensure compliance with the background check requirements of T.C.A. §§ 49-5-406 and 49-5-413, for all teachers or for any other positions requiring close proximity to children.

Authority: T.C.A. §§ 49-1-104, 49-1-302 and 49-6-3004. **Administrative History:**



142-932

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Schuler, Lori

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Budget Overview

Bedford County (020) Public District - FY 2021 - LEA Reopening and Programmatic Supports Grant - Rev 0 - LEA Reopening and Programmatic Supports Grant

Go To

Filter by Location: All - \$125,000.00

Show Unbudgeted Categories

Account Number	71100 - Regular Instruction Program	Total
Line Item Number		
499 - Other Supplies and Materials	125,000.00	125,000.00
Total	125,000.00	125,000.00
	Adjusted Allocation	125,000.00
	Remaining	0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - CTE Perkins Basic - Rev 1 - CTE Perkins Basic

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Indirect Cost

Total Contributing to Indirect Cost	\$89,645.64
Indirect Cost Rate	2.26%
Maximum Allowed for Indirect Cost	\$1,981.21

Filter by Location: All - \$146,127.36

[Show Unbudgeted Categories](#)

Schuler, Lori

Account Number 71300 - Vocational Education Program

72100 - Other Student Support

72230 - Support Services/Vocational Education Program

Total

Production

Session Timeout
00:29:49

	71300 - Vocational Education Program	72100 - Other Student Support	72230 - Support Services/Vocational Education Program	Total
Personal Personnel	0.00		6,000.00	6,000.00
189PD - Other Salaries & Wages (PD)		9,000.00		9,000.00
201 - Social Security	0.00	558.00	372.00	930.00
204 - State Retirement	0.00	924.30	248.40	1,172.70
212 - Employer Medicare	0.00	130.50	87.00	217.50
336 - Maintenance & Repair Services - Equipment	500.00			500.00
355C - Travel (CTSO)		9,225.47		9,225.47
		-\$20,000.00		-\$20,000.00
399 - Other Contracted Services	0.00	6,000.00		6,000.00
429 - Instructional Supplies & Materials	23,598.97			23,598.97
	+\$20,000.00			+\$20,000.00
499 - Other Supplies and Materials	20,000.00		0.00	20,000.00
524 - In-Service / Staff Development			9,000.00	9,000.00
524PD - In-Service / Staff Development (PD)		10,001.00		10,001.00
730 - Vocational Instruction Equipment	50,481.72			50,481.72
Total	94,580.69	35,839.27	15,707.40	146,127.36
	+\$20,000.00	-\$20,000.00		
			Adjusted Allocation	146,127.36
			Remaining	0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Elementary and Secondary School Emergency Relief (ESSER) - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER)

Go To

Indirect Cost

Total Contributing to Indirect Cost	<input type="text" value="\$827,074.90"/>
Indirect Cost Rate	<input type="text" value="17.36%"/>
Maximum Allowed for Indirect Cost	<input type="text" value="\$122,341.68"/>

Filter by Location: ▼
 Show Unbudgeted Categories

Schuler, Lori

Production

Session Timeout
00:29:48

Account Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	72250 - Education Technology	72710 - Transportation	Total
Line Item Number					
146 - Bus Drivers				70,403.00	70,403.00
189 - Other Salaries & Wages	0.00	175,400.00	0.00	0.00	175,400.00
201 - Social Security	0.00	15,572.00	0.00	3,720.00	19,292.00
204 - State Retirement	0.00	25,028.00	0.00	6,378.00	31,406.00
210 - Unemployment Compensation	0.00	200.00	0.00	125.00	325.00
212 - Employer Medicare	0.00	3,650.00	0.00	970.00	4,620.00
348 - Postal Charges		3,465.05	0.00	0.00	3,465.05
350 - Internet Connectivity			59,243.85		59,243.85
399 - Other Contracted Services	92,500.00	223,753.00	0.00	0.00	316,253.00
425 - Gasoline				15,067.00	15,067.00
429 - Instructional Supplies & Materials	11,500.00				11,500.00
499 - Other Supplies and Materials	30,000.00	0.00	0.00	0.00	30,000.00
524 - In-Service / Staff Development		90,100.00 +\$100.00	0.00	0.00	90,100.00 +\$100.00
722 - Regular Instruction Equipment	859,379.02				859,379.02
790 - Other Equipment		2,900.00 -\$100.00	0.00		2,900.00 -\$100.00
Total	993,379.02	540,068.05	59,243.85	96,663.00	1,689,353.92
				Adjusted Allocation Remaining	1,689,353.92 0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Elementary and Secondary School Emergency Relief (ESSER) - Rev 4 - Elementary and Secondary School Emergency Relief (ESSER)

Go To

Indirect Cost	
Total Contributing to Indirect Cost	\$827,074.90
Indirect Cost Rate	17.36%
Maximum Allowed for Indirect Cost	\$122,341.68

Filter by Location: All - \$1,689,353.92
[Show Unbudgeted Categories](#)

Account Number	71100 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	72250 - Education Technology	72710 - Transportation	Total
146 - Bus Drivers				65,703.00	65,703.00
189 - Other Salaries & Wages	0.00	175,400.00	0.00	-\$4,700.00	175,400.00
201 - Social Security	0.00	15,572.00	0.00	0.00	19,292.00
204 - State Retirement	0.00	25,028.00	0.00	3,720.00	31,406.00
210 - Unemployment Compensation	0.00	200.00	0.00	6,378.00	325.00
212 - Employer Medicare	0.00	3,650.00	0.00	125.00	4,620.00
348 - Postal Charges		3,465.05	0.00	970.00	3,465.05
350 - Internet Connectivity			59,243.85	0.00	59,243.85
399 - Other Contracted Services	92,600.00	223,753.00	0.00	0.00	316,253.00
425 - Gasoline				15,067.00	15,067.00
429 - Instructional Supplies & Materials	11,500.00				11,500.00
430 - Textbooks - Electronic	4,700.00				4,700.00
	+\$4,700.00				+\$4,700.00
499 - Other Supplies and Materials	30,000.00	0.00	0.00	0.00	30,000.00
524 - In-Service / Staff Development		90,100.00	0.00	0.00	90,100.00
722 - Regular Instruction Equipment	859,379.02				859,379.02
790 - Other Equipment		2,900.00	0.00		2,900.00
Total	998,079.02	540,068.05	59,243.85	91,963.00	1,689,353.92
	+\$4,700.00			-\$4,700.00	
				Adjusted Allocation	1,689,353.92
				Remaining	0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - Consolidated Admin Pool

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Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

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Schuler, Lori

Account Number 72210 - Support Services/Regular Instruction Program Total

Production		Line Item Number		Total
<input type="text" value="00:29:54"/>	Session Timeout			
		105 - Supervisor / Director	92,000.00	92,000.00
		161 - Secretary(s)	32,000.00	32,000.00
		201 - Social Security	7,378.00	7,378.00
		204 - State Retirement	10,611.00	10,611.00
		207 - Medical Insurance	15,099.00	15,099.00
		212 - Employer Medicare	1,726.00	1,726.00
		299 - Other Fringe Benefits	7,800.00	7,800.00
		336 - Maintenance & Repair Services - Equipment	12,000.00	12,000.00
			+\$2,000.00	+\$2,000.00
		348 - Postal Charges	250.00	250.00
		355 - Travel	1,000.00	1,000.00
		499 - Other Supplies and Materials	4,236.00	4,236.00
		524 - In-Service / Staff Development	15,000.00	15,000.00
		790 - Other Equipment	15,000.00	15,000.00
			+\$6,000.00	+\$6,000.00
		Total	214,100.00	214,100.00
			+\$8,000.00	+\$8,000.00
			Adjusted Allocation	214,100.00
			Remaining	0.00

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47189 4,000.00
 47148 4,000.00



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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - Title I-A

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Indirect Cost
 Total Contributing to Indirect Cost
 Indirect Cost Rate
 Maximum Allowed for Indirect Cost

Filter by Location: ▼
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Schuler, Lori
 Production
 Session Timeout
 00:29:58

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
Line Item Number					
116 - Teachers	1,080,000.00 +\$80,000.00				1,080,000.00 +\$80,000.00
163 - Educational Assistants	139,000.00 +\$27,000.00		0.00		139,000.00 +\$27,000.00
189 - Other Salaries & Wages	10,000.00	0.00	390,000.00 +\$35,000.00	0.00	400,000.00 +\$35,000.00
201 - Social Security	78,740.00	0.00	15,500.00	0.00	94,240.00
204 - State Retirement	127,585.00	0.00	26,575.00	0.00	154,160.00
207 - Medical Insurance	110,032.66 +\$2,032.66	0.00	30,000.30	0.00	140,032.96 +\$2,032.66
210 - Unemployment Compensation	534.27 +\$34.27	0.00	0.00	0.00	534.27 +\$34.27
212 - Employer Medicare	18,415.00	0.00	3,625.00	0.00	22,040.00
399 - Other Contracted Services	59,328.00 +\$44,328.00	0.00	0.00	0.00	59,328.00 +\$44,328.00
429 - Instructional Supplies & Materials	122,995.00 +\$10,000.00				122,995.00 +\$10,000.00
449 - Textbooks - Bound	55,000.00 +\$55,000.00				55,000.00 +\$55,000.00
499 - Other Supplies and Materials	0.00	18,500.00 +\$6,000.00	211,335.20 +\$200,000.00	0.00	229,835.20 +\$206,000.00
524 - In-Service / Staff Development		0.00	24,500.00	0.00	24,500.00
599 - Other Charges	0.00	22,743.57 -\$2,066.93	0.00	3,000.00	25,743.57 -\$2,066.93
722 - Regular Instruction Equipment	73,375.00 +\$30,000.00				73,375.00 +\$30,000.00
790 - Other Equipment		0.00	44,131.12 +\$44,131.12		44,131.12 +\$44,131.12
Total	1,875,004.93 +\$248,394.93	41,243.57 +\$3,933.07	745,666.62 +\$279,131.12	3,000.00	2,664,915.12 +\$531,459.12
				Adjusted Allocation	2,664,915.12
				Remaining	0.00

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4714 + 531,459.12



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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - Title I-D LEA

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Indirect Cost	
Total Contributing to Indirect Cost	\$40,522.40
Indirect Cost Rate	2.26%
Maximum Allowed for Indirect Cost	\$895.56

Filter by Location: ▼
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Schuler, Lori

Production
 Session Timeout
 00:29:57

Line Item Number	Account Number	71100 - Regular Instruction Program	72100 - Other Student Support	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages		33,000.00 +\$16,140.00	0.00	0.00	33,000.00 +\$16,140.00
201 - Social Security		1,250.00	0.00	0.00	1,250.00
204 - State Retirement		100.00	0.00	0.00	100.00
212 - Employer Medicare		1,020.00 +\$720.00	0.00	0.00	1,020.00 +\$720.00
355 - Travel			701.00	0.00	701.00
429 - Instructional Supplies & Materials		3,951.40 +\$3,427.90			3,951.40 +\$3,427.90
524 - In-Service / Staff Development			0.00	500.00	500.00
Total		39,321.40 +\$20,287.90	701.00	500.00	40,522.40 +\$20,287.90
				Adjusted Allocation	40,522.40
				Remaining	0.00

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47141 +20,287.90

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - Title II-A

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Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

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Account Number 72210 - Support Services/Regular Instruction Program Total

Schuler, Lori

Production

Session Timeout
00:29:58

Line Item Number			Total
189 - Other Salaries & Wages	195,000.00		195,000.00
	+\$30,000.00		+\$30,000.00
201 - Social Security	7,440.00		7,440.00
204 - State Retirement	12,940.00		12,940.00
	+\$184.00		+\$184.00
207 - Medical Insurance	21,500.00		21,500.00
212 - Employer Medicare	1,740.00		1,740.00
355 - Travel	5,000.00		5,000.00
	+\$4,500.00		+\$4,500.00
399 - Other Contracted Services	143,000.00		143,000.00
	+\$85,000.00		+\$85,000.00
499 - Other Supplies and Materials	12,500.00		12,500.00
	+\$12,500.00		+\$12,500.00
524 - In-Service / Staff Development	234,514.26		234,514.26
	+\$179,583.26		+\$179,583.26
Total	633,634.26		633,634.26
	+\$311,767.26		+\$311,767.26
	Adjusted Allocation		633,634.26
	Remaining		0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - Title III

Go To

Indirect Cost

Total Contributing to Indirect Cost	\$124,729.35
Indirect Cost Rate	2.26%
Maximum Allowed for Indirect Cost	\$2,756.58

Filter by Location:

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Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	73100 - Food Service	Total
Line Item Number						
146 - Bus Drivers				10,156.50		10,156.50
189 - Other Salaries & Wages	12,000.00	900.00	0.00	0.00	0.00	12,900.00
201 - Social Security	744.00	55.80	0.00	629.70	0.00	1,429.50
204 - State Retirement	1,255.20	94.14	0.00	1,062.35	0.00	2,411.69
212 - Employer Medicare	174.00	13.06	0.00	147.25	0.00	334.31
355 - Travel		500.00	3,000.00	0.00	0.00	3,500.00
399 - Other Contracted Services	4,000.00	0.00	0.00	0.00	0.00	4,000.00
412 - Diesel Fuel				2,000.00		2,000.00
422 - Food Supplies					3,948.26	3,948.26
429 - Instructional Supplies & Materials	69,144.98 +\$24,108.84					69,144.98 +\$24,108.84
499 - Other Supplies and Materials	0.00	1,651.61 +\$651.61	0.00	0.00	0.00	1,651.61 +\$651.61
524 - In-Service / Staff Development		0.00	13,252.50	0.00	0.00	13,252.50
722 - Regular Instruction Equipment	20,000.00 +\$15,000.00					20,000.00 +\$15,000.00
Total	107,318.18 +\$39,108.84	3,214.61 +\$651.61	16,252.50	13,995.80	3,948.26	144,729.35 +\$39,760.45
					Adjusted Allocation	144,729.35
					Remaining	0.00

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47146 + 39,760.45



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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - Title V

Go To

Indirect Cost	
Total Contributing to Indirect Cost	\$308,683.36
Indirect Cost Rate	2.26%
Maximum Allowed for Indirect Cost	\$6,822.06

Filter by Location: All - \$308,683.36 ▼
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Schuler, Lori

Account Number	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	Total
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Line Item Number				Total
189 - Other Salaries & Wages	28,000.00		75,000.00	103,000.00
	+\$8,000.00		+\$7,000.00	+\$15,000.00
201 - Social Security	2,200.00		7,440.00	9,640.00
204 - State Retirement	0.00		12,756.00	12,756.00
207 - Medical Insurance	0.00		12,000.00	12,000.00
210 - Unemployment Compensation	0.00		500.00	500.00
212 - Employer Medicare	1,355.00		1,740.00	3,095.00
355 - Travel	1,125.93		0.00	1,125.93
399 - Other Contracted Services	0.00		0.00	0.00
	-\$10,000.00			-\$10,000.00
499 - Other Supplies and Materials	28,352.26		0.00	28,352.26
	+\$25,852.26			+\$25,852.26
524 - In-Service / Staff Development	0.00		138,214.17	138,214.17
			+\$117,939.42	+\$117,939.42
Total	61,033.19		247,650.17	308,683.36
	+\$23,852.26		+\$124,939.42	+\$148,791.68
			Adjusted Allocation	308,683.36
			Remaining	0.00

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47148 +148,791.68

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - IDEA, Part B

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Indirect Cost	
Total Contributing to Indirect Cost	\$2,257,920.44
Indirect Cost Rate	2.26%
Maximum Allowed for Indirect Cost	\$49,901.23

47143 + 484,743.10

Filter by Location: All - \$2,361,389.10
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Schuler, Lori

Production

Session Timeout
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Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	72710 - Transportation	Total
Line Item Number				
128 - Homebound Teachers	16,500.00 +\$10,000.00			16,500.00 +\$10,000.00
131 - Medical Personnel		170,000.00 +\$2,000.00		170,000.00 +\$2,000.00
135 - Assessment Personnel		105,000.00 +\$15,000.00		105,000.00 +\$15,000.00
146 - Bus Drivers			209,000.00 +\$27,000.00	209,000.00 +\$27,000.00
163 - Educational Assistants	584,000.00			584,000.00
171 - Speech Pathologist	267,000.00 +\$10,000.00	0.00		267,000.00 +\$10,000.00
189 - Other Salaries & Wages	9,000.00	5,000.00	5,800.00	19,800.00
201 - Social Security	50,581.00	17,000.00	13,000.00 +\$1,000.00	80,581.00 +\$1,000.00
204 - State Retirement	50,000.00	15,000.00	10,500.00 +\$1,500.00	75,500.00 +\$1,500.00
206 - Life Insurance	1,550.00	250.00	206.00	2,006.00
207 - Medical Insurance	201,100.00 +\$40,000.00	40,000.00	70,000.00	311,100.00 +\$40,000.00
210 - Unemployment Compensation	5,000.00	0.00	1,000.00	6,000.00
212 - Employer Medicare	12,000.00 +\$2,000.00	4,000.00	3,043.10 +\$43.10	19,043.10 +\$2,043.10
307 - Communication		4,000.00	0.00	4,000.00
310 - Contracts with Other Public Agencies	25,000.00 +\$22,000.00	32,000.00 +\$30,000.00		57,000.00 +\$52,000.00
311 - Contracts with Other School Systems	15,000.00 +\$10,000.00	0.00	4,000.00	19,000.00 +\$10,000.00
312 - Contracts with Private Agencies	50,000.00 +\$47,000.00	0.00	0.00	50,000.00 +\$47,000.00
313 - Contracts with Parents			5,000.00 +\$1,000.00	5,000.00 +\$1,000.00
314 - Contracts with Public Carriers			2,000.00	2,000.00
330 - Operating Lease Payments	0.00	8,000.00 +\$5,000.00	0.00	8,000.00 +\$5,000.00
336 - Maintenance & Repair Services - Equipment	0.00	10,000.00 +\$8,000.00		10,000.00 +\$8,000.00
355 - Travel		15,000.00 +\$10,000.00	0.00	15,000.00 +\$10,000.00
399 - Other Contracted Services	20,000.00 +\$20,000.00	45,000.00 +\$42,000.00	0.00	65,000.00 +\$62,000.00
429 - Instructional Supplies & Materials	101,945.17 +\$41,786.17			101,945.17 +\$41,786.17
449 - Textbooks - Bound	5,000.00 +\$4,000.00			5,000.00 +\$4,000.00

Line Item Number

499 - Other Supplies and Materials	5,000.00 +\$4,000.00	10,000.00 +\$10,000.00	0.00	15,000.00 +\$14,000.00
524 - In-Service / Staff Development		15,000.00 +\$10,000.00	0.00	15,000.00 +\$10,000.00
599 - Other Charges	0.00	20,445.17 +\$11,945.17	0.00	20,445.17 +\$11,945.17
725 - Special Education Equipment	78,468.66 +\$77,468.66			78,468.66 +\$77,468.66
790 - Other Equipment		25,000.00 +\$22,000.00		25,000.00 +\$22,000.00
Total	1,497,144.83 +\$288,254.83	540,695.17 +\$165,945.17	323,549.10 +\$30,543.10	2,361,389.10 +\$484,743.10
			Adjusted Allocation	2,361,389.10
			Remaining	0.00

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Budget Overview Plus/Minus

Bedford County (020) Public District - FY 2021 - Consolidated - Rev 1 - IDEA Preschool

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Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filter by Location:

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Schuler, Lori

Production

Session Timeout
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Line Item Number	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
163 - Educational Assistants		39,000.00		39,000.00
		+ \$15,000.00		+ \$15,000.00
189 - Other Salaries & Wages		825.00	0.00	825.00
201 - Social Security		2,000.00	0.00	2,000.00
204 - State Retirement		1,400.00	0.00	1,400.00
206 - Life Insurance		100.00	0.00	100.00
207 - Medical Insurance		13,000.00	0.00	13,000.00
210 - Unemployment Compensation		500.00	0.00	500.00
212 - Employer Medicare		463.00	0.00	463.00
429 - Instructional Supplies & Materials		15,000.00		15,000.00
		+ \$10,000.00		+ \$10,000.00
499 - Other Supplies and Materials		0.00	1,298.16	1,298.16
			+ \$1,298.16	+ \$1,298.16
599 - Other Charges		2,000.00	0.00	2,000.00
		+ \$2,000.00		+ \$2,000.00
725 - Special Education Equipment		23,806.00		23,806.00
		+ \$20,000.00		+ \$20,000.00
Total		98,094.00	1,298.16	99,392.16
		+ \$47,000.00	+ \$1,298.16	+ \$48,298.16
			Adjusted Allocation	99,392.16
			Remaining	0.00

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47145 + 48,298.16

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BEDFORD COUNTY SCHOOLS

MONTHLY FINANCIAL REPORT

Month Ending August 31, 2020

2020-21

Presented to the Bedford County Board of Education

Mr. Don Embry, Superintendent

Mrs. Diane Neeley, Chairman

Mr. Robert Daniel, Director of Finance

BEDFORD COUNTY CHILD NUTRITION FUND 143
MONTHLY FINANCIAL REPORT
August 2019

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
43000 Chg. for Current Serv.	300,000	2,877	297,123	0.96%	2,877
44000 Other Local Revenues	3,000	106	2,894	3.54%	48
47100 Fed. Funds Rec.-State	4,900,000	0	4,900,000	0.00%	0
49000 Other Sources(Non-Revenue)	0	0	0	0.00%	0
14100 TOTAL EST. REVENUES & OTHER	5,203,000	2,983	5,200,017	0.06%	2,925
30000 Reserves and/or Fund Balances	1,619,846				
TOTAL AVAILABLE FUNDS	6,822,846				

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Oper. of Non-Instructional Services					
72300 General Administration	54,000	54,000	0	100.00%	0
73100 Food Service	5,622,981	1,149,235	4,473,746	20.44%	(65,473)
99100 Transfers	22,012	0	22,012	0.00%	0
TOTAL EXPENDITURES	5,698,993	1,203,235	4,495,758	21.11%	(65,473)
39000 Reserves and/or Fund Balances	1,123,853				

BEDFORD COUNTY SCHOOLS

MONTHLY FINANCIAL REPORT

Month Ending September 30, 2020

2020-21

Presented to the Bedford County Board of Education

Mr. Don Embry, Superintendent

Mrs. Diane Neeley, Chairman

Mr. Robert Daniel, Director of Finance

BEDFORD COUNTY GENERAL PURPOSE SCHOOL FUND
MONTHLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
40000 Local Taxes	12,576,970	1,152,904	11,424,066	9.17%	793,651
41000 Licenses & Permits	3,000	259	2,741	8.63%	170
43000 Chg. for Current Serv.	123,000	1,578	121,422	1.28%	1,224
44000 Other Local Revenues	139,000	9,158	129,842	6.59%	3,110
46500 State Ed. Funds	53,560,917	10,584,162	42,976,755	19.76%	5,329,762
46800 Other State Revenues	0	0	0	0.00%	0
47100 Fed. Funds Rec.-State	0	0	0	0.00%	0
47600 Direct Fed. Revenues	0	0	0	0.00%	0
49000 Other Sources(Non-Revenue)	8,000	27,350	(19,350)	341.87%	27,350
14100 TOTAL EST. REVENUES & OTHER	66,410,887	11,775,411	54,635,476	17.73%	6,155,268
30000 Unassigned Fund Balance	9,217,959				
Committed Fund Balance	8,290,293				
Assigned Fund Balance	0				
Restricted Fund Balance	109,822				
TOTAL AVAILABLE FUNDS	84,028,961				

BEDFORD COUNTY GENERAL PURPOSE SCHOOL FUND
MONTHLY FINANCIAL REPORT
September 2020

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Instruction					
71100 Regular Inst. Prog.	37,970,085	7,180,601	30,789,484	18.91%	2,770,782
71150 Alternative Inst. Prog.	701,847	87,386	614,461	12.45%	44,426
71200 Spec. Ed. Program	3,775,435	609,178	3,166,257	16.14%	276,570
71300 Voc. Ed. Program	1,551,620	263,902	1,287,718	17.01%	122,082
71900 Other	0	0	0	0.00%	0
Support Services					
72110 Attendance	117,415	28,785	88,630	24.52%	9,564
72120 Health Services	618,999	117,084	501,915	18.92%	43,986
72130 Other Student Support	1,812,977	354,772	1,458,205	19.57%	127,142
72210 Regular Instruction Staff	1,744,205	291,515	1,452,690	16.71%	123,300
72215 Alternative Instructional Staff	0	0	0	0.00%	0
72220 Special Education Instructional Staff	451,209	92,778	358,431	20.56%	36,785
72230 Vocational Instructional Staff	30,200	4,531	25,669	15.00%	2,266
72250 Technology	1,250,013	370,895	879,118	29.67%	152,397
72290 Other Programs	0	0	0	0.00%	0
72310 Board of Education	946,885	520,731	426,154	54.99%	54,436
72320 Office of Superintendent	757,943	104,737	653,206	13.82%	33,913
72410 Office of Principal	4,091,729	909,524	3,182,205	22.23%	341,855
72520 Human Services	275,934	57,684	218,250	20.91%	15,348
72610 Operation of Plant	6,540,003	1,499,803	5,040,200	22.93%	429,146
72620 Maintenance of Plant	2,529,912	743,591	1,786,321	29.39%	176,766
72710 Student Transportation	3,962,026	1,217,648	2,744,378	30.73%	186,827
72810 Central and Other	0	0	0	0.00%	0
Oper. of Non-Instructional Services					
73100 Food Service	54,022	26,037	27,985	48.20%	8,494
73300 Community Services	226,750	0	226,750	0.00%	0
73400 Early Childhood Education	702,356	119,881	582,475	17.07%	52,229
76100 Reg.Capital Outlay	2,708,915	79,140	2,629,775	2.92%	52,076
81300 Education Debt Service	0	0	0	0.00%	0
91300 Education Capital Projects	0	0	0	0.00%	0
99100 Operating Transfers	42,505	0	42,505	0.00%	0
TOTAL EXPENDITURES	72,862,985	14,680,204	58,182,781	20.15%	5,060,391
Less: Committed Fund Balance	4,687,457				
Restricted Fund Balance	74,822				
3% Fund Balance	2,104,622				
39000 Unassigned Fund Balance	4,299,075				

BEDFORD COUNTY FEDERAL PROJECTS FUND 142
MONTHLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
47100 Fed. Funds Rec.-State	6,946,613	872,105	6,074,507	12.55%	467,530
14100 TOTAL EST. REVENUES & OTHER	6,946,613	872,105	6,074,507	12.55%	467,530
30000 Reserves and/or Fund Balances	0				
TOTAL AVAILABLE FUNDS	6,946,613				

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Instruction					
71100 Regular Inst. Prog.	2,846,754	1,342,982	1,503,772	47.18%	223,350
71200 Spec. Ed. Program	1,299,685	189,301	1,110,384	14.57%	82,143
71300 Voc. Ed. Program	74,581	42,258	32,323	56.66%	19,825
Support Services					
72120 Health Services	2,500	0	2,500	0.00%	0
72130 Other Student Support	146,595	7,325	139,270	5.00%	3,055
72210 Regular Instruction Staff	1,696,184	422,747	1,273,437	24.92%	94,082
72220 Special Education Staff	390,250	69,556	320,694	17.82%	28,894
72230 Vocational Education Staff	15,707	1,777	13,931	11.31%	659
72250 Technology	59,244	59,244	0	100.00%	0
72710 Student Transportation	411,165	51,958	359,207	12.64%	25,487
Oper. of Non-Instructional Services					
73100 Food Service	3,948	500	3,448	0.00%	500
99100 Operating Transfers	0	0	0	0.00%	0
TOTAL EXPENDITURES	6,946,613	2,187,648	4,758,965	31.49%	477,995
39000 Reserves and/or Fund Balances	0				

BEDFORD COUNTY CHILD NUTRITION FUND 143
MONTHLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
43000 Chg. for Current Serv.	300,000	9,584	290,416	3.19%	6,707
44000 Other Local Revenues	3,000	139	2,861	4.64%	33
47100 Fed. Funds Rec.-State	4,900,000	0	4,900,000	0.00%	0
49000 Other Sources(Non-Revenue)	0	0	0	0.00%	0
14100 TOTAL EST. REVENUES & OTHER	5,203,000	9,723	5,193,277	0.19%	6,740
30000 Reserves and/or Fund Balances	1,619,846				
TOTAL AVAILABLE FUNDS	6,822,846				

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Oper. of Non-Instructional Services					
72300 General Administration	54,000	54,000	0	100.00%	0
73100 Food Service	5,650,424	1,765,369	3,885,055	31.24%	616,135
99100 Transfers	22,012	0	22,012	0.00%	0
TOTAL EXPENDITURES	5,726,436	1,819,369	3,907,067	31.77%	616,135
39000 Reserves and/or Fund Balances	1,096,410				

BEDFORD COUNTY SCHOOL AGE CARE PROGRAM FUND 146
MONTHLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	YEAR TO DATE REVENUES	UNREALIZED REVENUES TO DATE	PERCENT REALIZED	CURRENT MONTH REVENUE
EST. REVENUES & OTHER SOURCES					
43000 Chg. for Current Serv.	559,578	59,527	500,051	10.64%	26,358
44000 Other Local Revenues	0	0	0	0.00%	0
46000 State of Tennessee	0	0	0	0.00%	0
14100 TOTAL EST. REVENUES & OTHER	559,578	59,527	500,051	10.64%	26,358
30000 Reserves and/or Fund Balances	246,861				
TOTAL AVAILABLE FUNDS	806,439				

	APPROPRIATIONS 2020-21	YEAR TO DATE EXPENDITURES/ ENCUMBRANCES	UNEXPENDED / UNENCUMBERED TO DATE	PERCENT USED	CURRENT MONTH EXPENDITURES/ ENCUMBRANCES
EXPENDITURES (APPROPRIATIONS)					
Oper. of Non-Instructional Services					
72300 General Administration	1,800	1,800	0	100.00%	0
73300 Community Service	567,059	94,878	472,181	16.73%	31,139
79100 Operating Transfers	0	0	0	0.00%	0
79200 Residual Equity Transfers	0	0	0	0.00%	0
TOTAL EXPENDITURES	568,859	96,678	472,181	16.99%	31,139
39000 Reserves and/or Fund Balances	237,580				

BEDFORD COUNTY SCHOOLS

QUARTERLY FINANCIAL REPORT

Quarter Ending September, 2020

2020-21

Presented to the Bedford County Board of Education

Mr. Don Embry, Superintendent

Mrs. Diane Neeley, Chairman

Mr. Robert Daniel, Director of Finance

BEDFORD COUNTY GENERAL PURPOSE SCHOOL FUND 141
QUARTERLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	QUARTER TO DATE Revenues	UNREALIZED REVENUES TO DATE	PERCENT REALIZED
EST. REVENUES & OTHER SOURCES				
40000 Local Taxes	12,576,970	1,152,904	11,424,066	9.17%
41000 Licenses & Permits	3,000	259	2,741	8.63%
43000 Chg. for Current Serv.	123,000	1,578	121,422	1.28%
44000 Other Local Revenues	139,000	9,158	129,842	6.59%
46500 State Ed. Funds	53,560,917	10,584,162	42,976,755	19.76%
46800 Other State Revenues	0	0	0	0.00%
47100 Fed. Funds Rec.-State	0	0	0	0.00%
47600 Direct Fed. Revenues	0	0	0	0.00%
49000 Other Sources(Non-Revenue)	8,000	27,350	(19,350)	341.87%
14100 TOTAL EST. REVENUES & OTHER	66,410,887	11,775,411	54,635,476	17.73%
30000 Unassigned Fund Balance	9,217,959			
Committed Fund Balance	8,290,293			
Assigned Fund Balance	0			
Restricted Fund Balance	109,822			
TOTAL AVAILABLE FUNDS	84,028,961			

BEDFORD COUNTY GENERAL PURPOSE SCHOOL FUND
QUARTERLY FINANCIAL REPORT
September 2020

	APPROPRIATIONS 2020-21	QUARTER TO DATE Expenditures	UNREALIZED EXPENDITURES TO DATE	PERCENT REALIZED
EXPENDITURES (APPROPRIATIONS)				
Instruction				
71100 Regular Inst. Prog.	37,970,085	7,180,601	30,789,484	18.91%
71150 Alternative Inst. Prog.	701,847	87,386	614,461	12.45%
71200 Spec. Ed. Program	3,775,435	609,178	3,166,257	16.14%
71300 Voc. Ed. Program	1,551,620	263,902	1,287,718	17.01%
Support Services				
72110 Attendance	117,415	28,785	88,630	24.52%
72120 Health Services	618,999	117,084	501,915	18.92%
72130 Other Student Support	1,812,977	354,772	1,458,205	19.57%
72210 Regular Instruction Staff	1,744,205	291,515	1,452,690	16.71%
72215 Alternative Instructional Staff	0	0	0	0.00%
72220 Special Education Instructional Staff	451,209	92,778	358,431	20.56%
72230 Vocational Instructional Staff	30,200	4,531	25,669	15.00%
72250 Technology	1,250,013	370,895	879,118	29.67%
72290 Other Programs	0	0	0	0.00%
72310 Board of Education	946,885	520,731	426,154	54.99%
72320 Office of Superintendent	757,943	104,737	653,206	13.82%
72410 Office of Principal	4,091,729	909,524	3,182,205	22.23%
72520 Human Services	275,934	57,684	218,250	20.91%
72610 Operation of Plant	6,540,003	1,499,803	5,040,200	22.93%
72620 Maintenance of Plant	2,529,912	743,591	1,786,321	29.39%
72710 Student Transportation	3,962,026	1,217,648	2,744,378	30.73%
72810 Central and Other	0	0	0	0.00%
Oper. of Non-Instructional Services				
73100 Food Service	54,022	26,037	27,985	48.20%
73300 Community Services	226,750	0	226,750	0.00%
73400 Early Childhood Education	702,356	119,881	582,475	17.07%
76100 Reg. Capital Outlay	2,708,915	79,140	2,629,775	2.92%
81300 Education Debt Service	0	0	0	0.00%
91300 Education Capital Projects	0	0	0	0.00%
99100 Operating Transfers	42,505	0	42,505	0.00%
TOTAL EXPENDITURES	72,862,985	14,680,204	58,182,781	20.15%
Less: Committed Fund Balance	4,687,457			
Restricted Fund Balance	74,822			
3% Fund Balance	2,104,622			
39000 Unassigned Fund Balance	4,299,075			

BEDFORD COUNTY FEDERAL PROJECTS FUND 142
QUARTERLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	QUARTER TO DATE Revenues	UNREALIZED REVENUES TO DATE	PERCENT REALIZED
EST. REVENUES & OTHER SOURCES				
47100 Fed. Funds Rec.-State	6,946,613	872,105	6,074,507	12.55%
14100 TOTAL EST. REVENUES & OTHER	6,946,613	872,105	6,074,507	12.55%
30000 Reserves and/or Fund Balances	0			
TOTAL AVAILABLE FUNDS	6,946,613			

	APPROPRIATIONS 2020-21	QUARTER TO DATE Expenditures	UNREALIZED EXPENDITURES TO DATE	PERCENT REALIZED
EXPENDITURES (APPROPRIATIONS)				
Instruction				
71100 Regular Inst. Prog.	2,846,754	1,342,982	1,503,772	47.18%
71200 Spec. Ed. Program	1,299,685	189,301	1,110,384	14.57%
71300 Voc. Ed. Program	74,581	42,258	32,323	56.66%
Support Services				
72120 Health Services	2,500	0	2,500	0.00%
72130 Other Student Support	146,595	7,325	139,270	5.00%
72210 Regular Instruction Staff	1,696,184	422,747	1,273,437	24.92%
72220 Special Education Staff	390,250	69,556	320,694	17.82%
72230 Vocational Education Staff	15,707	1,777	13,931	11.31%
72250 Technology	59,244	59,244	0	100.00%
72710 Student Transportation	411,165	51,958	359,207	12.64%
Oper. of Non-Instructional Services				
73100 Food Service	3,948	500	3,448	0.00%
99100 Operating Transfers	0	0	0	0.00%
TOTAL EXPENDITURES	6,946,613	2,187,648	4,758,965	31.49%
39000 Reserves and/or Fund Balances	0			

BEDFORD COUNTY CHILD NUTRITION FUND 143
QUARTERLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	QUARTER TO DATE Revenues	UNREALIZED REVENUES TO DATE	PERCENT REALIZED
EST. REVENUES & OTHER SOURCES				
43000 Chg. for Current Serv.	300,000	9,584	290,416	3.19%
44000 Other Local Revenues	3,000	139	2,861	4.64%
47100 Fed. Funds Rec.-State	4,900,000	0	4,900,000	0.00%
49000 Other Sources(Non-Revenue)	0	0	0	0.00%
14100 TOTAL EST. REVENUES & OTHER	5,203,000	9,723	5,193,277	0.19%
30000 Reserves and/or Fund Balances	1,619,846			
TOTAL AVAILABLE FUNDS	6,822,846			

	APPROPRIATIONS 2020-21	QUARTER TO DATE Expenditures	UNREALIZED EXPENDITURES TO DATE	PERCENT REALIZED
EXPENDITURES (APPROPRIATIONS)				
Oper. of Non-Instructional Services				
72300 General Administration	54,000	54,000	0	100.00%
73100 Food Service	5,650,424	1,765,369	3,885,055	31.24%
99100 Transfers	22,012	0	22,012	0.00%
TOTAL EXPENDITURES	5,726,436	1,819,369	3,907,067	31.77%
39000 Reserves and/or Fund Balances	1,096,410			

BEDFORD COUNTY SCHOOL AGE CARE PROGRAM FUND 146
QUARTERLY FINANCIAL REPORT
September 2020

	ESTIMATED REVENUE 2020-21	QUARTER TO DATE Revenues	UNREALIZED REVENUES TO DATE	PERCENT REALIZED
EST. REVENUES & OTHER SOURCES				
43000 Chg. for Current Serv.	559,578	59,527	500,051	10.64%
44000 Other Local Revenues	0	0	0	0.00%
46000 State of Tennessee	0	0	0	0.00%
14100 TOTAL EST. REVENUES & OTHER	559,578	59,527	500,051	10.64%
30000 Reserves and/or Fund Balances	246,861			
TOTAL AVAILABLE FUNDS	806,439			

	APPROPRIATIONS 2020-21	QUARTER TO DATE Expenditures	UNREALIZED EXPENDITURES TO DATE	PERCENT REALIZED
EXPENDITURES (APPROPRIATIONS)				
Oper. of Non-Instructional Services				
72300 General Administration	1,800	1,800	0	100.00%
73300 Community Service	567,059	94,878	472,181	16.73%
79100 Operating Transfers	0	0	0	0.00%
79200 Residual Equity Transfers	0	0	0	0.00%
TOTAL EXPENDITURES	568,859	96,678	472,181	16.99%
39000 Reserves and/or Fund Balances	237,580			

BEDFORD COUNTY DEPARTMENT OF EDUCATION

SCHOOL BUDGET AMENDMENT No. 1

2020-21

**GENERAL PURPOSE SCHOOL FUND 141
CHILD NUTRITION FUND 143
SCHOOL AGE CARE PROGRAM FUND 146**

Presented to the Bedford County Board of Education

Mrs. Diane Neeley, Chairman

Mr. Don Embry, Superintendent

Mr. Robert Daniel, Director of Finance

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	ESTIMATED REVENUES AND OTHER SOURCES	Budget 2020-21	Increase	Decrease	Amended 2020-21		
1	ESTIMATED REVENUES AND OTHER SOURCES						
2	40000 Local Taxes	12,576,970	-	-	12,576,970		
3	41000 Licenses & Permits	3,000	-	-	3,000		
4	43000 Charges for Current Services	123,000	1,269	9	124,269		
5	44000 Other Local Revenues	139,000	4,150	9	143,150		
6	46500 State Education Funds	53,560,917	362,176	5,688	53,863,731		
7	46800 Other State Revenues	-	1,040	3	1,040		
8	47100 Federal Funds Received Thru State	-	-	-	-		
9	47600 Direct Federal Revenues	-	-	-	-		
10	49000 Other Sources	8,000	27,350	9	35,350		
11							
12	14100 TOTAL EST. REVENUES & OTHER SOURCES	66,410,887	415,985	79,362	66,747,510		
13							
14							
15	RESERVES AND/OR FUND BALANCES		Decrease	Increase			
16	30000 Unassigned Fund Balance	8,758,146	256,979	2,100	8,507,367		
17	Restricted Fund Balance	435,144	-	-	435,144		
18	Committed Fund Balance	12,499,907	-	-	12,499,907		
19	Assigned Fund Balance	-	-	-	-		
20	3% Fund Balance	2,104,622	-	-	2,104,622		
21							
22							
23		23,797,819	256,979	6,200	23,547,040		
24							
25	Total Increase in Revenues and Decreases in Fund Balance (Net)		587,402				
26							
27							
28							
29			Restricted	Committed	Assigned	3%	Total
30		Fund	Fund	Fund	Fund	Fund	Fund
31		Balance	Balance	Balance	Balance	Balance	Balance
32	Beginning Balance, July 1, 2020	7,113,337	109,822	8,290,293	-	2,104,622	17,618,074
33							
34	Adjustments	1,644,809	325,322	4,209,614	-	-	6,179,745
35							
36							
37							
38							
39	Amended Balance, July 1, 2020	8,758,146	435,144	12,499,907	-	2,104,622	23,797,819
40							

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES AND OTHER USES	Budget 2020-21	Increase		Decrease	Amended 2020-21	
1	EXPENDITURES (APPROPRIATIONS)						1
2	Instruction						2
3	71100 Regular Instruction Program.....	37,970,085	87,273	1,2,3,9,10	80,345	1 37,977,013	3 1. Dept. Transfer
4	71160 Alternative Instruction Program	701,847	1,000	9	6,200	4 696,647	4 2. From Fund Balance
5	71200 Special Education Program.....	3,775,435	-		-	3,775,435	5 4. Fund Balance Adj.
6	71300 Vocational Education Program.....	1,551,620	9,100	7	9,100	1 1,551,620	6 3. STS Grant - \$800 + \$240
7	Support Services						7 5.Safe Schools Grant - \$368,146
8	72110 Attendance	117,415	14,866	2,9	-	132,281	8 6.Family Engagement Grant - \$10,000
9	72120 Health Services.....	618,999	10,717	1	10,717	1 618,999	9 7. Community Services Grant Adj.
10	72130 Other Student Support.....	1,812,977	368,156	5,9	-	2,181,133	10 8. Early Childhood Grant Adj
11	72210 Regular Instruction Program.....	1,744,205	90,370	1,2,6,9	14,500	1 1,820,075	11 9. Refunds and Reimbursements
12	72220 Special Education Program.....	451,209	-		-	451,209	12 10. DG Grant Carryover
13	72230 Vocational Education Program.....	30,200	-		-	30,200	13
14	72250 Technology.....	1,250,013	35,259	2,9	-	1,285,272	14
15	72310 Board of Education.....	946,885	336,949	1,2	-	1,283,834	15
16	72320 Office of Superintendent.....	757,943	26,335	2	299,534	1 484,744	16
17	72410 Office of Principal.....	4,091,729	3,421	1	1,106	1 4,094,044	17
18	72520 Human Services	275,934	1,025	1	1,025	1 275,934	18
19	72610 Operation of Plant.....	6,540,003	69,900	2,9	-	6,609,903	19
20	72620 Maintenance of Plant.....	2,529,912	4,840	9	-	2,534,752	20
21	72710 Transportation.....	3,962,026	64,550	1,9	40,000	1 3,986,576	21
22	72810 Central and Other.....	-	-		-	-	22
23	73100 Food Service.....	54,022	1,500	2,6	-	55,522	23
24	73300 Community Services.....	226,750	250	7	79,612	7 147,388	24
25	73400 Early Childhood Education.....	702,356	66,142	8	62,112	8 706,386	25
26	76100 Regular Capital Outlay.....	2,708,915	-		-	2,708,915	26
27	81300 Education Debt Services.....	-	-		-	-	27
28	91300 Education Capital Projects.....	-	-		-	-	28
29	99000 Other Uses (Transfers).....	42,505	-		-	42,505	29
30							30
31	TOTAL EXPENDITURES	72,862,985	1,191,653		604,251	73,450,387	31
32							32
33	Total Increase in Expenditures		<u>587,402</u>				33
34							34
35							35
36							36
37							37
38							38
39							39
40							40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	40000				1
	Local Taxes				
2	40100				2
	County Property Taxes				
3	40110	8,730,000			8,730,000 3
	Current Property Tax.....				
4	40115	-			- 4
	Discount on Property Taxes.....				
5	40120	300,000			300,000 5
	Trustee's Collections - Prior Year.....				
6	40130	225,000			225,000 6
	Circuit Clk./Clk. & Master Coll. - Prior Yr.....				
7	40140	50,000			50,000 7
	Interest & Penalty.....				
8	40150	-			- 8
	Pick-up Taxes.....				
9	40161	350,604			350,604 9
	Payments in Lieu of Taxes - T.V.A.				
10	40162	59,000			59,000 10
	Payments in Lieu of Taxes - Local Utilities....				
11	40163	90,000			90,000 11
	Payments in Lieu of Taxes - Other.....				
12	40200				12
	County Local Option Taxes				
13	40210	2,766,366	-		2,766,366 13
	Local Option Sales Tax.....				
14	40220	-			- 14
	Hotel/Motel Tax.....				
15	40230	-			- 15
	Local Amusement Tax.....				
16	40240	-			- 16
	Wheel Tax.....				
17	40161	-			- 17
	State Revenue Sharing - TVA.....				
18	40270	-			- 18
	Business Tax.....				
19	40275	2,800			2,800 19
	Mixed Drink Tax.....				
20	40280	-			- 20
	Mineral Severance Tax.....				
21	40290	-			- 21
	Other County Local Option Tax.....				
22	40300				22
	Statutory Local Taxes				
23	40320	-			- 23
	Bank Excise Tax.....				
24	40330	-			- 24
	Wholesale Beer Tax.....				
25	40340	-			- 25
	Coal Severance Tax.....				
26	40390	3,200			3,200 26
	Other Statutory Local Taxes.....				
27					27
28	40100	12,576,970	-	-	12,576,970 28
	Total County Taxes				
29					29
30					30
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	41000					1
						1
2	41100					2
						2
3	41110					3
						3
4	41150					4
						4
5	41590					5
						5
6						6
						6
7	41000					7
						7
8						8
						8
9	43000					9
						9
10	43500					10
						10
11	43511					11
						11
12	43512					12
						12
13	43513					13
						13
14	43515					14
						14
15	43516					15
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16	43517					16
						16
17	43521					17
						17
18	43522					18
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19	43523					19
						19
20	43524					20
						20
21	43526					21
						21
22	43531					22
						22
23	43532					23
						23
24	43541					24
						24
25	43551					25
						25
26	43570					26
						26
27	43581					27
						27
28	43582					28
						28
29	43990					29
						29
30						30
						30
31	43000					31
						31
32						32
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33						33
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9. Refunds and Reimbursements

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1 44000	Other Local Revenues					1
2 44100	Recurring items					2
3 44110	Interest Earned.....	-			-	3
4 44120	Lease/Rentals.....	4,000			4,000	4
5 44130	Sale of Materials & Supplies.....	-			-	5
6 44145	Sale of Recycled Materials.....	-	122	9	122	6
7 44146	E-Rate Funding.....	-			-	7
8 44160	Retirees' insurance Payments.....	-			-	8
9 44170	Miscellaneous Refunds.....	125,000	3,428	9	128,428	9
10						10
11 44500	Nonrecurring Items					11
12 44510	Accrued Interest on Debt Issues.....	-			-	12
13 44530	Sale of Equipment.....	5,000			5,000	13
14 44540	Sale of Property.....	-			-	14
15 44550	Resale of Materials - T & I House.....	-			-	15
16 44560	Damages Recovered from Individuals.....	-			-	16
17 44570	Contributions & Gifts.....	5,000	600	9	5,600	17
18 44990	Other Local Revenue.....	-			-	18
19						19
20 44000	Total Other Local Revenues	139,000	4,150	-	143,150	20
21						21
22						22
23						23
24						24
25						25
26						26
27						27
28						28
29						29
30						30
31						31
32						32
33						33
34						34
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36						36
37						37
38						38
39						39
40						40

9. Refunds and Reimbursements

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1 46000	State of Tennessee					1
2 46500	State Education Funds					2
3 46511	Basic Education Program	52,352,000			52,352,000	3 5.Safe Schools Grant - \$368,146
4 46515	Early Childhood Education	706,386	4,030	8	710,416	4 6.Family Engagement Grant - \$10,000
5 46520	School Food Service	51,231			51,231	5 7. Community Services Grant Adj.
6 46530	Energy Efficient School Initiative	-			-	6 8. Early Childhood Grant Adj
7 46550	Driver Education	11,000			11,000	7
8 46570	Literacy Coordination	-			-	8
9 46590	Other State Education Funds	308,750	378,146	5,6 79,362	607,534	7 9
10 46610	Career Ladder	131,550			131,550	10
11 46611	Career Ladder Evaluators & Sp. Contracts	-			-	11
12 46612	Career Ladder - Extended Contract	-			-	12
13 46615	Career Ladder - Extended Contract - ARRA	-			-	13
14 46720	Vocational Disadvantaged (V.I.P.)	-			-	14
15 46750	Vocational Workstudy	-			-	15
16 46760	Adult Vocational	-			-	16
17 46790	Other Vocational	-			-	17
18						18
19 46500	Total State Education Funds	53,560,917	382,176	79,362	53,863,731	19
20						20
21 46800	Other State Revenues					21
22 46820	Income Tax	-			-	22 3. STS Grant - \$800 + \$240
23 46830	Beer Tax	-			-	23
24 46850	Mixed Drink Tax	-			-	24
25 46851	State Revenue Sharing - TVA	-			-	25
26 46980	Other State Grants	-	1,040	3	1,040	26
27 46990	Other State Revenues	-			-	27
28						28
29 46800	Total Other State Revenues	-	1,040	-	1,040	29
30						30
31						31
32						32
33						33
34						34
35						35
36						36
37						37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1 47000	Federal Government				1
2 47100	Federal through State				2
3 47111	Section 4 - Lunch.....	-			3
4 47112	Section 11 - Lunch.....	-			4
5 47113	Breakfast.....	-			5
6 47114	USDA - Other.....	-			6
7 47120	Adult Basic Education.....	-			7
8 47131	Vocational Program Improvement.....	-			8
9 47132	Vocational Consumer and Homemaking.....	-			9
10 47133	Vocational Sex Bias.....	-			10
11 47134	Vocational Displaced Homemakers.....	-			11
12 47135	Community Based Organizations.....	-			12
13 47139	Other Vocational.....	-			13
14 47141	ESEA Title I.....	-			14
15 47142	ESEA Title VI.....	-			15
16 47143	Education of the Handicapped Act - IDEA.....	-			16
17 47189	Title II.....	-			17
18 47190	Title XX.....	-			18
19 47210	Job Training Partnership Act.....	-			19
20 47230	Disaster Relief.....	-			20
21 47590	Other Federal Through State.....	-			21
22					22
23 47100	Total Federal Through State	-	-	-	23
24					24
25					25
26 47600	Direct Federal Revenues				26
27 47630	Public Law 874 - Maintenance & Operation...	-			27
28 47640	ROTC Reimbursement.....	-			28
29 47650	Energy Grant.....	-			29
30 47670	Title VII - Bilingual Education.....	-			30
31 47990	Other Direct Federal Revenues.....	-			31
32					32
33 47600	Total Direct Federal Government	-	-	-	33
34					34
35 47000	TOTAL OPERATING REVENUES	66,402,887	388,635	79,362	66,712,160
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	49000					1
	Other Sources					1
2	49100					2
	Bond Proceeds.....	-			-	2
3	49200					3
	Note Proceeds.....	-			-	3
4	49300					4
	Proceeds from Capitalized Lease Obligations.,	-			-	4
5	49400					5
	Proceeds of Refunding Bonds.....	-			-	5
6	49700		27,350	9	27,350	6
	Insurance Recovery.....	-	27,350	9	27,350	6
7	49800	8,000			8,000	7
	Operating Transfers.....	8,000			8,000	7
8	49810					8
	City General Fund Transfers.....	-			-	8
9	49900					9
	Residual Equity Transfers.....	-			-	9
10						10
11	49000	8,000	27,350	-	35,350	11
	Total Other Sources	8,000	27,350	-	35,350	11
12						12
13						13
14	14100	66,410,887	415,985	79,362	66,747,510	14
	TOTAL REVENUES AND OTHER SOURCES	66,410,887	415,985	79,362	66,747,510	14
15						15
16						16
17						17
18						18
19						19
20						20
21						21
22						22
23						23
24						24
25						25
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9. Refunds and Reimbursements

**BEDFORD COUNTY DEPARTMENT OF EDUCATION
141 GENERAL PURPOSE SCHOOL FUND
SCHOOL BUDGET AMENDMENT No. 1**

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	INSTRUCTION - 71000					1
2	REGULAR INSTRUCTION PROGRAM (71100)					2
3						3
4	71100 116 Teachers.....	24,270,393	3,682	2	24,274,075	4 1. Dept. Transfer
5	71100 117 Career Ladder Program.....	73,000			73,000	5 2. From Fund Balance
6	71100 127 Career Ladder Extended Contracts.....	-			-	6 3. STS Grant - \$800 + \$240
7	71100 128 Homebound Teachers.....	46,424			46,424	7 9. Refunds and Reimbursements
8	71100 131 Medical Personnel.....	-			-	8 10. DG Grant Carryover
9	71100 140 Salary Supplements.....	-	780	9	780	9
10	71100 162 Clerical Personnel.....	77,018			77,018	10
11	71100 163 Educational Assistants.....	1,162,714			1,162,714	11
12	71100 189 Other Salaries & Wages.....	125,177	321	10	125,498	12
13	71100 195 Substitute Teachers.....	-			-	13
14	71100 201 Social Security.....	1,596,793	301	2, 9, 10	1,597,094	14
15	71100 204 Pensions.....	2,611,913	436	2, 9, 10	2,612,349	15
16	71100 206 Life Insurance.....	8,770			8,770	16
17	71100 207 Medical Insurance.....	4,449,642			4,449,642	17
18	71100 208 Dental Insurance.....	-			-	18
19	71100 210 Unemployment Compensation.....	39,000			39,000	19
20	71100 212 Employer Medicare.....	373,444	79	2, 9, 10	373,523	20
21	71100 299 Other Fringe Benefits.....	-			-	21
22	71100 336 Maintenance & Repair Services - Equipment.....	14,335	6,030	1	20,365	22
23	71100 355 Travel.....	15,040			15,040	23
24	71100 356 Tuition.....	-			-	24
25	71100 399 Other Contracted Services.....	466,089	296	9	466,385	25
26	71100 429 Instructional Supplies & Materials.....	304,467		2,002	302,465	26
27	71100 449 Textbooks.....	1,445,167	39,000	1	1,484,167	27
28	71100 471 Software.....	181,930			181,930	28
29	71100 499 Other Supplies & Materials.....	4,000			4,000	29
30	71100 524 In-Service/Staff Development.....	33,000		33,000	-	30
31	71100 599 Other Charges.....	4,680	1,298	3, 10	5,978	31
32	71100 709 Data Processing Equipment.....	98,900			98,900	32
33	71100 718 Motor Vehicles.....	-			-	33
34	71100 722 Regular Instruction Equipment.....	568,189	35,050	2, 9	557,896	34
35	71100 799 Other Capital Outlay	-			-	35
36						36
37	71100 TOTAL EXPEND. FOR REG. INSTR. PROGRAM	37,970,085	87,273	80,345	37,977,013	37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	INSTRUCTION - 71000					1
2	ALTERNATIVE INSTRUCTION PROGRAM (71150)					2
3	71150 116 Teachers	448,019			448,019	3 4. Fund Balance Adj.
4	71150 117 Career Ladder Program	1,000			1,000	4 9. Refunds and Reimbursements
5	71150 127 Career Ladder Extended Contracts	-			-	5
6	71150 130 Social Workers	-			-	6
7	71150 162 Clerical Personnel	19,291			19,291	7
8	71150 163 Educational Assistants	50,089			50,089	8
9	71150 189 Other Salaries & Wages	2,963			2,963	9
10	71150 196 Certified Substitute Teachers	-			-	10
11	71150 198 Non-certified Substitute Teachers	-			-	11
12	71150 201 Social Security	32,324			32,324	12
13	71150 204 Pensions.	50,187			50,187	13
14	71150 206 Life Insurance	-			-	14
15	71150 207 Medical Insurance	78,264			78,264	15
16	71150 208 Dental Insurance	-			-	16
17	71150 210 Unemployment Compensation	-			-	17
18	71150 212 Employer Medicare	7,560			7,560	18
19	71150 299 Other Fringe Benefits	-			-	19
20	71150 311 Contracts with Other School Systems	-			-	20
21	71150 330 Operating Lease Payments	-			-	21
22	71150 336 Maintenance & Repair Services - Equipment	250			250	22
23	71150 356 Tuition	-			-	23
24	71150 369 Contracts for Substitute Teachers -Certified	-			-	24
25	71150 370 Contracts for Substitute Teachers Non-certified	-			-	25
26	71150 399 Other Contracted Services	-			-	26
27	71150 429 Instructional Supplies & Materials	8,100		6,200	1,900	27
28	71150 449 Textbooks	-			-	28
29	71150 499 Other Supplies & Materials	1,000			1,000	29
30	71150 535 Fee Waivers	-			-	30
31	71150 599 Other Charges	1,000	1,000	9	2,000	31
32	71150 790 Other Equipment	1,800			1,800	32
33						33
34						34
35	71150 TOTAL ALTERNATIVE INSTRUCTION PROGRAM	701,847	1,000	6,200	696,647	35
36						36
37						37
38						38
39						39
40						40

**BEDFORD COUNTY DEPARTMENT OF EDUCATION
141 GENERAL PURPOSE SCHOOL FUND
SCHOOL BUDGET AMENDMENT No. 1**

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	INSTRUCTION - 71000				1
2	SPECIAL EDUCATION PROGRAM (71200)				2
3					3
4	71200 116 Teachers.....	2,338,205			2,338,205 4
5	71200 117 Career Ladder Program.....	8,000			8,000 5
6	71200 127 Career Ladder Extended Contracts.....	-			- 6
7	71200 128 Homebound Teachers.....	-			- 7
8	71200 162 Clerical Personnel.....	-			- 8
9	71200 163 Educational Assistants.....	173,875			173,875 9
10	71200 171 Speech Pathologist.....	-			- 10
11	71200 189 Other Salaries & Wages.....	6,762			6,762 11
12	71200 195 Substitute Teachers.....	-			- 12
13	71200 201 Social Security.....	156,664			156,664 13
14	71200 204 Pensions.....	255,074			255,074 14
15	71200 206 Life Insurance.....	2,000			2,000 15
16	71200 207 Medical Insurance.....	430,516			430,516 16
17	71200 208 Dental Insurance.....	-			- 17
18	71200 210 Unemployment Compensation.....	15,000			15,000 18
19	71200 212 Employer Medicare.....	36,639			36,639 19
20	71200 217 Retirement - Hybrid Stabilization.....	11,700			11,700 20
21	71200 299 Other Fringe Benefits.....	-			- 21
22	71200 310 Contracts W/Other Public Agencies.....	25,000			25,000 22
23	71200 311 Contracts W/Other School Systems.....	25,000			25,000 23
24	71200 312 Contracts W/Private Agencies.....	15,000			15,000 24
25	71200 336 Maintenance & Repair Services - Equipment.....	-			- 25
26	71200 356 Tuition.....	-			- 26
27	71200 369 Contracts for Substitutes - Certified.....	65,000			65,000 27
28	71200 399 Other Contracted Services.....	-			- 28
29	71200 429 Instructional Supplies & Materials.....	5,000			5,000 29
30	71200 449 Textbooks.....	166,000			166,000 30
31	71200 499 Other Supplies & Materials.....	-			- 31
32	71200 524 In-Service Staff Development.....	-			- 32
33	71200 599 Other Charges.....	-			- 33
34	71200 725 Special Education Equipment.....	40,000			40,000 34
35					35
36	71200 TOTAL EXPEND. FOR SP. EDUC. PROGRAM	3,775,435	-	-	3,775,435 36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	INSTRUCTION - 71000					1
2	VOCATIONAL EDUCATION PROGRAM (71300)					2
3						3
4	71300 116 Teachers.....	1,144,366			1,144,366	4 1. Dept. Transfer
5	71300 117 Career Ladder Program.....	3,000			3,000	5
6	71300 127 Career Ladder Extended Contracts.....	-			-	6
7	71300 162 Clerical Personnel.....	-			-	7
8	71300 163 Educational Assistants.....	-			-	8
9	71300 189 Other Salaries & Wages.....	-			-	9
10	71300 195 Substitute Teachers.....	9,100		9,100	-	10
11	71300 201 Social Security.....	71,701			71,701	11
12	71300 204 Pensions.....	120,014			120,014	12
13	71300 206 Life Insurance.....	342			342	13
14	71300 207 Medical Insurance.....	166,328			166,328	14
15	71300 208 Dental Insurance.....	-			-	15
16	71300 210 Unemployment Compensation.....	2,000			2,000	16
17	71300 212 Employer Medicare.....	16,769			16,769	17
18	71300 299 Other Fringe Benefits.....	-			-	18
19	71300 311 Contracts W/Other School Systems.....	-			-	19
20	71300 336 Maintenance & Repair Services - Equipment.....	2,000			2,000	20
21	71300 355 Travel.....	-			-	21
22	71300 399 Other Contracted Services.....	-	9,100		9,100	22
23	71300 429 Instructional Supplies & Materials.....	11,000			11,000	23
24	71300 449 Textbooks.....	-			-	24
25	71300 499 Other Supplies & Materials.....	-			-	25
26	71300 599 Other Charges.....	-			-	26
27	71300 730 Vocational Instruction Equipment.....	5,000			5,000	27
28						28
29						29
30						30
31	71300 TOTAL EXPEND. FOR VOC. ED. PROGRAM	1,551,620	9,100	9,100	1,551,620	31
32						32
33						33
34	71000 TOTAL INSTRUCTIONAL EXPENDITURES	43,998,987	97,373	95,645	44,000,715	34
35						35
36						36
37						37
38						38
39						39
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BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	SUPPORT SERVICES - 72000				1
2	STUDENTS (72100)				2
3	ATTENDANCE (72110)				3
4					4 2. From Fund Balance
5	72110 105 Supervisor/Director	83,292			83,292 5 9. Refunds and Reimbursements
6	72110 117 Career Ladder Program	1,000			1,000 6
7	72110 127 Career Ladder Extended Contracts	-			- 7
8	72110 130 Social Workers	-			- 8
9	72110 162 Clerical Personnel	-			- 9
10	72110 189 Other Salaries & Wages	-			- 10
11	72110 201 Social Security	5,226			5,226 11
12	72110 204 Pensions	8,817			8,817 12
13	72110 206 Life Insurance	19			19 13
14	72110 207 Medical Insurance	10,527			10,527 14
15	72110 208 Dental Insurance	-			- 15
16	72110 210 Unemployment Compensation	-			- 16
17	72110 212 Employer Medicare	1,222			1,222 17
18	72110 299 Other Fringe Benefits	-			- 18
19	72110 336 Maintenance & Repair Services - Equipment	-			- 19
20	72110 355 Travel	450			450 20
21	72110 399 Other Contracted Services	-			- 21
22	72110 499 Other Supplies & Materials	6,162	14,826	2,9	20,988 22
23	72110 524 In-service Staff Development	-			- 23
24	72110 599 Other Charges	350	40	9	390 24
25	72110 704 Attendance Equipment	350			350 25
26					26
27	72110 TOTAL EXPENDITURES FOR ATTENDANCE	117,415	14,866	-	132,281 27
28					28
29					29
30					30
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	STUDENTS (72100)					2
3	HEALTH SERVICES (72120)					3
4						4
5	72120 131 Medical Personnel	335,208			335,208	5 1. Dept. Transfer
6	72120 189 Other Salaries & Wages.....	41,990	170	1	42,160	6
7	72120 195 Certified Substitute Teachers.....	-		192	(192)	7
8	72120 198 Non-certified Substitute Teachers.....	192			192	8
9	72120 201 Social Security	24,874	85	1	24,959	9
10	72120 204 Pensions.....	17,848	711	1	18,559	10
11	72120 206 Life Insurance.....	74			74	11
12	72120 207 Medical Insurance	100,822	6	1	100,828	12
13	72120 208 Dental Insurance.....	-			-	13
14	72120 210 Unemployment Compensation	2,400			2,400	14
15	72120 212 Employer Medicare.....	5,796	27	1	5,823	15
16	72120 299 Other Fringe Benefits	-			-	16
17	72120 336 Maintenance & Repair Services - Equipment.....	-			-	17
18	72120 355 Travel.....	11,300		250	11,050	18
19	72120 399 Other Contracted Services	4,500			4,500	19
20	72120 413 Drugs & Medical Supplies.....	7,500			7,500	20
21	72120 499 Other Supplies & Materials.....	47,320	9,718	1	57,038	21
22	72120 524 In-service Staff Development	15,275		10,275	5,000	22
23	72120 699 Other Charges	1,650			1,650	23
24	72120 735 Health Equipment	2,250			2,250	24
25						25
26	72120 TOTAL EXP. FOR HEALTH SERVICES	618,999	10,717	10,717	618,999	26
27						27
28						28
29						29
30						30
31						31
32						32
33						33
34						34
35						35
36						36
37						37
38						38
39						39
40						40

**BEDFORD COUNTY DEPARTMENT OF EDUCATION
141 GENERAL PURPOSE SCHOOL FUND
SCHOOL BUDGET AMENDMENT No. 1**

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	STUDENTS (72100)					2
3	OTHER STUDENT SUPPORT (72130)					3
4						4
5	72130 105 Supervisor of Support Services & Safety	4,000			4,000	5 5.Safe Schools Grant - \$368,146
6	72130 117 Career Ladder Program	-			-	6 9. Refunds and Reimbursements
7	72130 123 Guidance Personnel	989,587			989,587	7
8	72130 124 Psychological Personnel	-			-	8
9	72130 127 Career Ladder - Extended Contracts	-			-	9
10	72130 130 Social Workers	105,048			105,048	10
11	72130 135 Assessment Personnel	-			-	11
12	72130 161 Secretary(s)	-			-	12
13	72130 162 Clerical Personnel	-			-	13
14	72130 164 Attendants	-			-	14
15	72130 189 Other Salaries & Wages	84,594			84,594	15
16	72130 195 Substitute Teachers	-			-	16
17	72130 201 Social Security	73,360			73,360	17
18	72130 204 Pensions	112,368			112,368	18
19	72130 206 Life Insurance	315			315	19
20	72130 207 Medical Insurance	131,877			131,877	20
21	72130 208 Dental Insurance	-			-	21
22	72130 210 Unemployment Compensation	-			-	22
23	72130 212 Employer Medicare	17,157			17,157	23
24	72130 299 Other Fringe Benefits	-			-	24
25	72130 322 Evaluation & Testing	181,500	10	9	181,510	25
26	72130 336 Maintenance & Repair Services - Equipment	5,400			5,400	26
27	72130 355 Travel	-			-	27
28	72130 399 Other Contracted Services	18,616			18,616	28
29	72130 429 Instructional Supplies & Materials	14,500			14,500	29
30	72130 499 Other Supplies & Materials	2,000			2,000	29
31	72130 524 In-Service/Staff Development	-	30,000	5	30,000	30
32	72130 699 Other Charges	43,655			43,655	31
33	72130 790 Other Equipment	29,000	338,146	5	367,146	32
34						33
35	72130 TOTAL EXP. FOR OTHER STUDENT SUPPORT	1,812,977	368,156	-	2,181,133	34
36						35
37						36
38	72100 TOTAL STUDENT SUPPORT	2,549,391	393,739	10,717	2,932,413	37
39						38
40						39

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	INSTRUCTIONAL STAFF (72200)					2
3	REGULAR INSTRUCTION PROGRAM (72210)					3
4						4
5	72210 105 Supervisor/Director	337,054			337,054	5 1. Dept. Transfer
6	72210 117 Career Ladder Program	5,000			5,000	6 2. From Fund Balance
7	72210 126 Career Ladder Evaluators	-			-	7 6. Family Engagement Grant - \$8,500
8	72210 127 Career Ladder Extended Contracts	-			-	8 9. Refunds and Reimbursements
9	72210 129 Librarian(s)	807,526			807,526	9
10	72210 132 Material Supervisor(s)	-			-	10
11	72210 136 Audiovisual Personnel	-			-	11
12	72210 137 Education Media Personnel	-			-	12
13	72210 138 Instructional Computer Personnel	-			-	13
14	72210 161 Secretary(s)	52,918	18,564	2	71,482	14
15	72210 162 Clerical Personnel	-			-	15
16	72210 163 Educational Assistants	-			-	16
17	72210 189 Other Salaries & Wages	1,343			1,343	17
18	72210 195 Substitute Teachers	-			-	18
19	72210 196 In-Service Training	1,000			1,000	19
20	72210 201 Social Security	74,638	1,151	2	75,789	20
21	72210 204 Pensions	122,661	769	2	123,430	21
22	72210 206 Life Insurance	74			74	22
23	72210 207 Medical Insurance	138,191	5,907	2	144,098	23
24	72210 208 Dental Insurance	-			-	24
25	72210 210 Unemployment Compensation	-			-	25
26	72210 212 Employer Medicare	17,466	270	2	17,726	26
27	72210 299 Other Fringe Benefits	-			-	27
28	72210 308 Consultants	-			-	28
29	72210 336 Maintenance & Repair Services - Equipment	5,400			5,400	29
30	72210 355 Travel	8,500			8,500	30
31	72210 399 Other Contracted Services	18,616			18,616	31
32	72210 429 Instructional Supplies and Materials	14,500		14,500	-	32
33	72210 432 Library Books/Media	31,673			31,673	33
34	72210 437 Periodicals	-			-	34
35	72210 499 Other Supplies & Materials	2,000	30,609	1,26	32,609	35
36	72210 524 In-Service/Staff Development	3,000	33,100	1,9	36,100	36
37	72210 599 Other Charges	43,655			43,655	37
38	72210 790 Other Equipment	59,000			59,000	38
39						39
40	72210 TOTAL EXP. FOR REGULAR INST. PROG.	1,744,205	90,370	14,500	1,820,075	40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	SUPPORT SERVICES - 72000				1
2	INSTRUCTIONAL STAFF (72200)				2
3	SPECIAL EDUCATION PROGRAM (72220)				3
4					4
5	72220 105 Supervisor/Director	80,565			80,565 5
6	72220 117 Career Ladder Program	1,000			1,000 6
7	72220 124 Psychological Personnel.	181,472			181,472 7
8	72220 127 Career Ladder Extended Contracts.	-			- 8
9	72220 135 Assessment Personnel.	-			- 9
10	72220 161 Secretary(s).	26,857			26,857 10
11	72220 162 Clerical Personnel.	-			- 11
12	72220 189 Other Salaries & Wages.	2,000			2,000 12
13	72220 196 In-Service Training	-			- 13
14	72220 201 Social Security	18,097			18,097 14
15	72220 204 Pensions.	28,798			28,798 15
16	72220 206 Life Insurance.	150			150 16
17	72220 207 Medical Insurance	40,038			40,038 17
18	72220 208 Dental Insurance.	-			- 18
19	72220 210 Unemployment Compensation	-			- 19
20	72220 212 Employer Medicare.	4,232			4,232 20
21	72220 217 Retirement - Hybrid Stabilization	-			- 21
22	72220 299 Other Fringe Benefits	-			- 22
23	72220 308 Consultants	-			- 23
24	72220 336 Maintenance & Repair Services - Equipment.	2,500			2,500 24
25	72220 348 Postal Charges.	500			500 25
26	72220 355 Travel.	7,000			7,000 26
27	72220 399 Other Contracted Services.	40,000			40,000 27
28	72220 499 Other Supplies & Materials.	10,000			10,000 28
29	72220 524 In-Service/Staff Development.	4,000			4,000 29
30	72220 599 Other Charges	-			- 30
31	72220 790 Other Equipment	4,000			4,000 31
32					32
33	72220 TOTAL EXP. FOR SPECIAL ED. PROG.	451,209	-	-	451,209 33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	SUPPORT SERVICES - 72000				1
2	INSTRUCTIONAL STAFF (72200)				2
3	VOCATIONAL EDUCATION (72230)				3
4					4
5	72230 105 Supervisor/Director	-			5
6	72230 117 Career Ladder Program	-			6
7	72230 126 Career Ladder Evaluators.	-			7
8	72230 127 Career Ladder Extended Contracts.	-			8
9	72230 161 Secretary(s)	18,556			18,556 9
10	72230 162 Clerical Personnel	-			- 10
11	72230 189 Other Salaries & Wages.	835			835 11
12	72230 196 In-Service Training	-			- 12
13	72230 201 Social Security	1,202			1,202 13
14	72230 204 Pensions.	863			863 14
15	72230 206 Life Insurance	19			19 15
16	72230 207 Medical Insurance	6,444			6,444 16
17	72230 208 Dental Insurance	-			- 17
18	72230 210 Unemployment Compensation	-			- 18
19	72230 212 Employer Medicare	281			281 19
20	72230 299 Other Fringe Benefits	-			- 20
21	72230 308 Consultants	-			- 21
22	72230 336 Maintenance & Repair Services - Equipment	-			- 22
23	72230 355 Travel	2,000			2,000 23
24	72230 399 Other Contracted Services	-			- 24
25	72230 499 Other Supplies & Materials	-			- 25
26	72230 524 In-Service/Staff Development	-			- 26
27	72230 599 Other Charges	-			- 27
28	72230 790 Other Equipment	-			- 28
29					29
30	72230 TOTAL EXP. FOR VOCATIONAL EDUC.	30,200	-	-	30,200 30
31					31
32					32
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BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	SUPPORT SERVICES - 72000				1
2	INSTRUCTIONAL STAFF (72200)				2
3	TECHNOLOGY (72250)				3
4					4 2. From Fund Balance
5	72250 105 Supervisor/Director	73,507			73,507 5 9. Refunds and Reimbursements
6	72250 117 Career Ladder Program	-			- 6
7	72250 120 Computer Programmer	-			- 7
8	72250 121 Data Processing Personnel	309,883	26,690	2	336,573 8
9	72250 127 Career Ladder Extended Contracts	-			- 9
10	72250 162 Clerical Personnel	-			- 10
11	72250 189 Other Salaries & Wages	4,370			4,370 11
12	72250 201 Social Security	24,041	1,655	2	25,696 12
13	72250 204 Pensions	40,297	1,105	2	41,402 13
14	72250 206 Life Insurance	-			- 14
15	72250 207 Medical Insurance	54,995	5,370	2	60,365 15
16	72250 210 Unemployment Compensation	-			- 16
17	72250 212 Employer Medicare	5,623	387	2	6,010 17
18	72250 299 Other Fringe Benefits	-			- 18
19	72250 308 Consultants	-			- 19
20	72250 330 Operating Lease Payments	-			- 20
21	72250 338 Maintenance & Repair Service Equipment	64,860			64,860 21
22	72250 350 Internet Connectivity	312,313			312,313 22
23	72250 355 Travel	10,000			10,000 23
24	72250 399 Other Contracted Services	-			- 24
25	72250 411 Data Processing Supplies	-			- 25
26	72250 435 Office Supplies	-			- 26
27	72250 470 Cabling	30,000			30,000 27
28	72250 471 Software	284,124			284,124 28
29	72250 499 Other Supplies & Materials	16,000			16,000 29
30	72250 524 In Service/Staff Development	19,000			19,000 30
31	72250 599 Other Charges	1,000			1,000 31
32	72250 709 Data Processing Equipment	-	52	9	52 32
33					33
34	72250 TOTAL TECHNOLOGY	1,250,013	35,259	-	1,285,272 34
35					35
36					36
37	72200 TOTAL EXP. FOR INSTRUCTIONAL STAFF	3,475,627	125,629	14,500	3,586,756 37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	GENERAL ADMINISTRATION (72300)					2
3	BOARD OF EDUCATION (72310)					3
4						4
5	72310 118 Secretary to Board	52,741			52,741	5 1. Dept. Transfer
6	72310 189 Other Salaries & Wages	2,637			2,637	6 2. From Fund Balance
7	72310 191 Board and Committee Member Fees	26,326			26,326	7
8	72310 196 In-Service Training	-			-	8
9	72310 201 Social Security	5,066			5,066	9
10	72310 204 Pensions	3,636			3,636	10
11	72310 206 Life Insurance	185			185	11
12	72310 207 Medical Insurance	10,527			10,527	12
13	72310 208 Dental Insurance	-			-	13
14	72310 210 Unemployment Compensation	-			-	14
15	72310 212 Employer Medicare	1,185			1,185	15
16	72310 299 Other Fringe Benefits	-			-	16
17	72310 305 Audit Services	32,000			32,000	17
18	72310 316 Contributions	-	299,534	1	299,534	18
19	72310 320 Dues & Memberships	27,500			27,500	19
20	72310 331 Legal Services	50,000			50,000	20
21	72310 355 Travel	18,000			18,000	21
22	72310 399 Other Contracted Services	-			-	22
23	72310 457 In-Service/Staff Development	-			-	23
24	72310 499 Other Supplies and Materials	-			-	24
25	72310 505 Judgments	-			-	25
26	72310 501 Boiler insurance	14,416			14,416	26
27	72310 503 Excess Risk Insurance	47,302	37,415	2	84,717	27
28	72310 505 Judgments	-			-	28
29	72310 506 Liability Insurance	45,049			45,049	29
30	72310 508 Premium on Corporate Surety Bonds	-			-	30
31	72310 510 Trustee Commissions	275,000			275,000	31
32	72310 513 Workmen's Compensation Insurance	313,255			313,255	32
33	72310 524 In-Service/Staff Development	10,060			10,060	33
34	72310 533 Criminal Investigation of Applicant TBI	6,000			6,000	34
35	72310 599 Other Charges	6,000			6,000	35
36						36
37	72310 TOTAL EXP. FOR BOARD OF EDUCATION	946,885	336,949	-	1,283,834	37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	GENERAL ADMINISTRATION (72300)					2
3	OFFICE OF THE SUPERINTENDENT (72320)					3
4						4
5	72320 101 County Official/Administrative Officer.....	113,960			113,960	5 1. Dept. Transfer
6	72320 103 Assistant(s).....	99,382			99,382	6 2. From Fund Balance
7	72320 117 Career Ladder Program.....	1,000			1,000	7
8	72320 127 Career Ladder Extended Contracts.....	-			-	8
9	72320 161 Secretary(s).....	-	18,512	2	18,512	9
10	72320 162 Clerical Personnel.....	33,855			33,855	10
11	72320 189 Other Salaries & Wages.....	11,693			11,693	11
12	72320 196 In-Service Training.....	250			250	12
13	72320 201 Social Security.....	16,113	1,148	2	17,261	13
14	72320 204 Pensions.....	24,447	767	2	25,214	14
15	72320 206 Life Insurance.....	56			56	15
16	72320 207 Medical Insurance.....	10,527	5,639	2	16,166	16
17	72320 208 Dental Insurance.....	-			-	17
18	72320 210 Unemployment Compensation.....	-			-	18
19	72320 212 Employer Medicare.....	3,768	269	2	4,037	19
20	72320 299 Other Fringe Benefits.....	1,937			1,937	20
21	72320 307 Communication.....	49,850			49,850	21
22	72320 316 Contributions.....	299,534		299,534	-	22
23	72320 320 Dues & Memberships.....	2,620			2,620	23
24	72320 336 Maintenance & Repair Services - Equipment.....	-			-	24
25	72320 348 Postal Charges.....	7,500			7,500	25
26	72320 355 Travel.....	8,000			8,000	26
27	72320 399 Other Contracted Services.....	30,000			30,000	27
28	72320 429 Instructional Supplies and Materials.....	-			-	28
29	72320 435 Office Supplies.....	27,451			27,451	29
30	72320 499 Other Supplies & Materials.....	1,000			1,000	30
31	72320 508 Premium on Corporate Surety Bonds.....	-			-	31
32	72320 599 Other Charges.....	15,000			15,000	32
33	72320 701 Administration Equipment.....	-			-	33
34						34
35	72320 TOTAL EXP. FOR OFFICE OF THE SUPT.	757,943	26,335	299,534	484,744	35
36						36
37	72300 TOTAL EXP.FOR GENERAL ADMINISTRATION	1,704,828	363,284	299,534	1,768,578	37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	SCHOOL ADMINISTRATION (72400)					2
3	OFFICE OF THE PRINCIPAL (72410)					3
4						4
5	72410 104 Principal(s).....	1,248,019			1,248,019	5 1. Dept. Transfer
6	72410 117 Career Ladder Program.....	13,000			13,000	6
7	72410 119 Accountants/Bookkeepers.....	167,041			167,041	7
8	72410 127 Career Ladder Extended Contracts.....	-			-	8
9	72410 139 Assistant Principal(s).....	1,409,819			1,409,819	9
10	72410 161 Secretary(s).....	124,301			124,301	10
11	72410 162 Clerical Personnel.....	59,851			59,851	11
12	72410 189 Other Salaries & Wages.....	16,730			16,730	12
13	72410 196 In-Service Training.....	1,000			1,000	13
14	72410 201 Social Security.....	188,403			188,403	14
15	72410 204 Pensions.....	305,781			305,781	15
16	72410 206 Life Insurance.....	740			740	16
17	72410 207 Medical Insurance.....	454,319			454,319	17
18	72410 208 Dental Insurance.....	-			-	18
19	72410 210 Unemployment Compensation.....	-			-	19
20	72410 212 Employer Medicare.....	44,062			44,062	20
21	72410 299 Other Fringe Benefits.....	-			-	21
22	72410 307 Communication.....	25,000			25,000	22
23	72410 320 Dues & Memberships.....	-			-	23
24	72410 336 Maintenance & Repair Services - Equipment.....	-			-	24
25	72410 348 Postal Charges.....	-			-	25
26	72410 355 Travel.....	-			-	26
27	72410 399 Other Contracted Services.....	18,124			18,124	27
28	72410 436 Office Supplies.....	-			-	28
29	72410 499 Other Supplies & Materials.....	15,539		1,106	14,433	29
30	72410 524 In-Service/Staff Development.....	-			-	30
31	72410 599 Other Charges.....	-			-	31
32	72410 701 Administration Equipment.....	-	3,421		3,421	32
33						33
34	72410 TOTAL EXP. FOR OFFICE OF PRINCIPAL	4,091,729	3,421	1,106	4,094,044	34
35						35
36						36
37						37
38						38
39						39
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BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	BUSINESS ADMINISTRATION (72500)					2
3	HUMAN SERVICES(RESOURCES)/PERSONNEL (72520)					3
4						4
5	72520 105 Supervisor/Director.....	53,075			53,075	5 1. Dept. Transfer
6	72520 161 Secretary(s).....	-			-	6
7	72520 162 Clerical Personnel.....	67,986			67,986	7
8	72520 189 Other Salaries & Wages.....	3,399			3,399	8
9	72520 196 In-Service Training.....	-			-	9
10	72520 201 Social Security.....	7,717			7,717	10
11	72520 204 Pensions.....	8,728			8,728	11
12	72520 206 Life Insurance.....	-			-	12
13	72520 207 Medical Insurance.....	15,119			15,119	13
14	72520 208 Dental Insurance.....	-			-	14
15	72520 210 Unemployment Compensation.....	-			-	15
16	72520 212 Employer Medicare.....	1,805			1,805	16
17	72520 299 Other Fringe Benefits.....	-			-	17
18	72520 302 Advertising.....	-			-	18
19	72520 307 Communication.....	-			-	19
20	72520 317 Data Processing Services.....	109,605			109,605	20
21	72520 320 Dues & Memberships.....	-			-	21
22	72520 330 Operating Lease Payments.....	-			-	22
23	72520 336 Maintenance & Repair Services - Equipment.....	2,000	1,025		3,025	23
24	72520 348 Postal Charges.....	-			-	24
25	72520 355 Travel.....	2,500		1,025	1,475	25
26	72520 399 Other Contracted Services.....	-			-	26
27	72520 411 Data Processing Supplies.....	-			-	27
28	72520 436 Office Supplies.....	2,000			2,000	28
29	72520 499 Other Supplies & Materials.....	-			-	29
30	72520 524 In-Service/Staff Development.....	-			-	30
31	72520 599 Other Charges.....	2,000			2,000	31
32	72520 701 Administration Equipment.....	-			-	32
33	72520 790 Other Equipment.....	-			-	33
34						34
35	72520 TOTAL HUMAN SERVICES(RESOURCES)/PERSON	275,934	1,025	1,025	275,934	35
36						36
37						37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	OPERATION & MAINTENANCE OF PLANT (72600)					2
3	OPERATION OF PLANT (72610)					3
4						4
5	72610 105 Supervisor/Director	62,193			62,193	5 2. From Fund Balance
6	72610 140 Salary Supplements	-	326	9	326	6 9. Refunds and Reimbursements
7	72610 160 Guards	-			-	7
8	72610 161 Secretary(s)	33,068			33,068	8
9	72610 166 Custodial Personnel	1,453,682			1,453,682	9
10	72610 189 Other Salaries & Wages	71,216			71,216	10
11	72610 201 Social Security	77,968	14	9	77,982	11
12	72610 204 Pensions	66,021	6	9	66,027	12
13	72610 206 Life Insurance	1,036			1,036	13
14	72610 207 Medical Insurance	328,098			328,098	14
15	72610 208 Dental Insurance	-			-	15
16	72610 210 Unemployment Compensation	-			-	16
17	72610 212 Employer Medicare	18,234	7	9	18,241	17
18	72610 299 Other Fringe Benefits	-			-	18
19	72610 328 Janitorial Services	-			-	19
20	72610 329 Laundry Service	-			-	20
21	72610 336 Maintenance & Repair Services - Equipment	1,000			1,000	21
22	72610 351 Rentals	-			-	22
23	72610 359 Disposal Fees	-			-	23
24	72610 399 Other Contracted Services	344,556			344,556	24
25	72610 407 Coal	-			-	25
26	72610 410 Custodial Supplies	259,084			259,084	26
27	72610 415 Electricity	2,692,335			2,692,335	27
28	72610 423 Fuel Oil	-			-	28
29	72610 434 Natural Gas	440,603			440,603	29
30	72610 454 Water & Sewer	392,000			392,000	30
31	72610 499 Other Supplies & Materials	1,000			1,000	31
32	72610 501 Boiler Insurance	-			-	32
33	72610 502 Building & Content Insurance	262,639	69,547	2	332,186	33
34	72610 599 Other Charges	17,150			17,150	34
35	72610 720 Plant Operation Equipment	18,120			18,120	35
36						36
37	72610 TOTAL EXP. FOR OPERATION OF PLANT	6,540,003	69,900	-	6,609,903	37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	SUPPORT SERVICES - 72000				1
2	OPERATION & MAINTENANCE OF PLANT (72600)				2
3	MAINTENANCE OF PLANT (72620)				3
4					4
5	72620 105 Supervisor/Director	-			5
6	72620 140 Salary Supplements.	-			6
7	72620 161 Secretary(s).	33,068			7
8	72620 167 Maintenance Personnel	1,012,352			8
9	72620 189 Other Salaries & Wages.	50,925			9
10	72620 201 Social Security	67,973			10
11	72620 204 Pensions.	46,521			11
12	72620 206 Life Insurance.	167			12
13	72620 207 Medical Insurance	157,395			13
14	72620 208 Dental Insurance.	-			14
15	72620 210 Unemployment Compensation	-			15
16	72620 212 Employer Medicare.	15,897			16
17	72620 299 Other Fringe Benefits	-			17
18	72620 307 Communication.	3,212			18
19	72620 329 Laundry Service	18,000			19
20	72620 335 Maintenance & Repair Services - Building.	160,045			20
21	72620 336 Maintenance & Repair Services - Equipment.	295,796			21
22	72620 338 Maintenance & Repair Services - Vehicles.	32,050			22
23	72620 355 Travel.	1,700			23
24	72620 399 Other Contracted Services	166,091			24
25	72620 412 Diesel Fuel	12,500			25
26	72620 418 Equipment & Machinery Parts	-			26
27	72620 425 Gasoline	29,600			27
28	72620 426 General Construction Materials.	-			28
29	72620 499 Other Supplies & Materials.	283,168	2,040	9	29
30	72620 599 Other Charges	28,950			30
31	72620 717 Maintenance Equipment	114,502	2,800	9	31
32	72620 799 Other Capital Outlay.	-			32
33					33
34	72620 TOTAL EXP. FOR MAINTENANCE OF PLANT	2,529,912	4,840	-	2,534,752
35					35
36	72600 TOTAL EXP. FOR OPER. & MAINT. OF PLANT	9,069,915	74,740	-	9,144,655
37					37
38					38
39					39
40					40

9. Refunds and Reimbursements

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	STUDENT TRANSPORTATION (72700)					2
3	TRANSPORTATION (72710)					3
4						4
5	72710 105 Supervisor/Director	66,813			66,813	5 1. Dept. Transfer
6	72710 140 Salary Supplements	-			-	6
7	72710 142 Mechanic(s)	146,129			146,129	7
8	72710 146 Bus Drivers	1,249,530			1,249,530	8
9	72710 162 Clerical Personnel	47,675			47,675	9
10	72710 189 Other Salaries & Wages	143,871			143,871	10
11	72710 196 In-Service Training	2,000			2,000	11
12	72710 201 Social Security	102,549			102,549	12
13	72710 204 Pensions	73,604			73,604	13
14	72710 206 Life Insurance	1,471			1,471	14
15	72710 207 Medical Insurance	499,035			499,035	15
16	72710 210 Unemployment Compensation	5,777			5,777	16
17	72710 212 Employer Medicare	23,983			23,983	17
18	72710 311 Contracts with Other School Systems	4,000			4,000	18
19	72710 313 Contracts with Parents	6,000			6,000	19
20	72710 314 Contracts with Public Carriers	1,500			1,500	20
21	72710 329 Laundry Service	6,000			6,000	21
22	72710 338 Maintenance & Repair Service-Vehicles	8,000			8,000	22
23	72710 340 Medical and Dental Services	10,000			10,000	23
24	72710 355 Travel	3,000			3,000	24
25	72710 399 Other Contracted Services	8,000			8,000	25
26	72710 412 Diesel Fuel	595,000		40,000	555,000	26
27	72710 424 Garage Supplies	6,000			6,000	27
28	72710 425 Gasoline	40,000			40,000	28
29	72710 433 Lubricants	25,000			25,000	29
30	72710 450 Tires & Tubes	35,000			35,000	30
31	72710 453 Vehicle Parts	100,000			100,000	31
32	72710 499 Other Supplies & Materials	10,000			10,000	32
33	72710 511 Vehicle & Equipment Insurance	81,089			81,089	33
34	72710 524 In Service/Staff Development	10,000			10,000	34
35	72710 599 Other Charges	30,000	15,000	1	45,000	35
36	72710 729 Transportation Equipment	621,000	49,550	1,9	670,550	36
37						37
38	72710 TOTAL EXP. FOR TRANSPORTATION	3,962,026	64,550	40,000	3,986,576	38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	SUPPORT SERVICES - 72000				1
2	OTHER SUPPORT SERVICES (72800)				2
3	CENTRAL AND OTHER (72810)				3
4					4
5	72810 105 Supervisor/Director	-			5
6	72810 117 Career Ladder Program	-			6
7	72810 120 Computer Programmer	-			7
8	72810 121 Data Processing Personnel	-			8
9	72810 127 Career Ladder Extended Contracts	-			9
10	72810 162 Clerical Personnel	-			10
11	72810 189 Other Salaries & Wages	-			11
12	72810 201 Social Security	-			12
13	72810 204 Pensions	-			13
14	72810 206 Life Insurance	-			14
15	72810 207 Medical Insurance	-			15
16	72810 208 Dental Insurance	-			16
17	72810 210 Unemployment Compensation	-			17
18	72810 212 Employer Medicare	-			18
19	72810 299 Other Fringe Benefits	-			19
20	72810 307 Communication	-			20
21	72810 308 Consultants	-			21
22	72810 317 Data Processing Services	-			22
23	72810 330 Operating Lease Payments	-			23
24	72810 336 Maintenance & Repair Service Equipment	-			24
25	72810 355 Travel	-			25
26	72810 399 Other Contracted Services	-			26
27	72810 411 Data Processing Supplies	-			27
28	72810 435 Office Supplies	-			28
29	72810 499 Other Supplies & Materials	-			29
30	72810 524 In Service/Staff Development	-			30
31	72810 599 Other Charges	-			31
32	72810 709 Data Processing Equipment	-			32
33					33
34	72810 TOT EXP. OTHER SUPP. SER. CENT. & OTHER	-	-	-	34
35					35
36	72000 TOTAL EXP. FOR SUPPORT SERVICES	25,129,450	1,026,388	366,882	25,788,956
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	OPERATION OF NON-INSTRUCTIONAL SERV. (73000)				1
2	FOOD SERVICE (73100)				2
3					3
4	73100 105 Supervisor/Director.....	34,245			34,245 4
5	73100 119 Accountants/Bookkeepers.....	-			- 5
6	73100 162 Clerical Personnel.....	-			- 6
7	73100 165 Cafeteria Personnel.....	-			- 7
8	73100 189 Other Salaries & Wages.....	-			- 8
9	73100 196 In-Service Training.....	-			- 9
10	73100 201 Social Security.....	2,123			2,123 10
11	73100 204 Pensions.....	3,582			3,582 11
12	73100 206 Life Insurance.....	-			- 12
13	73100 207 Medical Insurance.....	13,575			13,575 13
14	73100 208 Dental Insurance.....	-			- 14
15	73100 210 Unemployment Compensation.....	-			- 15
16	73100 212 Employer Medicare.....	497			497 16
17	73100 299 Other Fringe Benefits.....	-			- 17
18	73100 307 Communication.....	-			- 18
19	73100 336 Maintenance & Repair Service Equipment.....	-			- 19
20	73100 342 Payments to Schools-Breakfast.....	-			- 20
21	73100 343 Payments to Schools-Lunch.....	-			- 21
22	73100 344 Payments to Schools-Other.....	-			- 22
23	73100 345 Payments to Schools-Other USDA.....	-			- 23
24	73100 354 Transportation - Other Than Students.....	-			- 24
25	73100 355 Travel.....	-			- 25
26	73100 399 Other Contracted Services.....	-			- 26
27	73100 421 Food Preparation Supplies.....	-			- 27
28	73100 422 Food Supplies.....	-	1,500	6	1,500 28
29	73100 436 Office Supplies.....	-			- 29
30	73100 451 Uniforms.....	-			- 30
31	73100 452 Utilities.....	-			- 31
32	73100 499 Other Supplies & Materials.....	-			- 32
33	73100 524 In-Service/Staff Development.....	-			- 33
34	73100 599 Other Charges.....	-			- 34
35	73100 710 Food Service Equipment.....	-			- 35
36					36
37	73100 TOTAL EXPENDITURES FOR FOOD SERVICE	54,022	1,500	-	55,522 37
38					38
39	70000 *TOTAL OPERATING EXP. (Accts 71100-73100)	69,182,459	1,125,261	462,527	69,845,193 39
40					40

6. Family Engagement Grant - \$1,500

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	OPERATION OF NON-INSTRUCTIONAL SERV (73000)					1
2	COMMUNITY SERVICES (73300)					2
3						3
4	73300 116 Teachers	126,225		39,105	7 87,120	4 7. Community Services Grant Adj.
5	73300 162 Clerical Personnel	-			-	5
6	73300 169 Temporary/Part-time Personnel	-			-	6
7	73300 188 Bonus Payments	-			-	7
8	73300 189 Other Salaries & Wages	40,000		10,300	7 29,700	8
9	73300 201 Social Security	10,000		2,650	7 7,450	9
10	73300 204 Pensions	15,000		4,200	7 10,800	10
11	73300 206 Life Insurance	-			-	11
12	73300 207 Medical Insurance	-			-	12
13	73300 208 Dental Insurance	-			-	13
14	73300 210 Unemployment Compensation	-			-	14
15	73300 212 Employer Medicare	3,000		1,257	7 1,743	15
16	73300 299 Other Fringe Benefits	-			-	16
17	73300 336 Maintenance & Repair Services - Equipment	-			-	17
18	73300 355 Travel	-	250	7	250	18
19	73300 399 Other Contracted Services	-			-	19
20	73300 422 Food Supplies	6,000		1,000	7 5,000	20
21	73300 429 Instructional Materials & Supplies	13,000		12,150	7 850	21
22	73300 499 Other Supplies & Materials	2,525		1,300	7 1,225	22
23	73300 509 Refunds	-			-	23
24	73300 524 In Service/Staff Development	1,000		750	7 250	24
25	73300 599 Other Charges	10,000		7,000	7 3,000	25
26	73300 790 Other Equipment	-			-	26
27						27
28	73300 TOTAL EXP. FOR COMMUNITY SERVICES	226,750	250	79,612	147,388	28
29						29
30						30
31						31
32						32
33						33
34						34
35						35
36						36
37						37
38						38
39						39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21	
1	OPERATION OF NON-INSTRUCTIONAL SERV (73000)					1
2	EARLY CHILDHOOD EDUCATION (73400)					2
3						3
4	73400 116 Teachers	302,305	35,846	ø	338,151	4 8. Early Childhood Grant Adj
5	73400 117 Career Ladder Program.	1,000		1,000	ø	5
6	73400 163 Educational Assistants.	127,203		16,949	ø	6
7	73400 189 Other Salaries & Wages.	3,858	24,415	ø	28,273	7
8	73400 198 Substitute Teachers	-			-	8
9	73400 201 Social Security	26,630	2,986	ø	29,616	8
10	73400 204 Pensions.	37,282	459	ø	37,741	9
11	73400 206 Life Insurance.	360		110	ø	10
12	73400 207 Medical Insurance	103,524		1,159	ø	11
13	73400 208 Dental Insurance.	-			-	12
14	73400 210 Unemployment Compensation	-			-	13
15	73400 212 Employer Medicare.	6,228	698	ø	6,926	14
16	73400 217 Retirement - Hybrid Stabilization	823	861	ø	1,684	15
17	73400 336 Maintenance & Repair Services - Equipment	-			-	16
18	73400 365 Travel	200		200	ø	17
19	73400 399 Other Contracted Services	9,000		5,000	ø	18
20	73400 422 Food Supplies	-			-	19
21	73400 429 Instructional Materials & Supplies	32,394		22,394	ø	20
22	73400 499 Other Supplies & Materials.	12,249	877	ø	13,126	21
23	73400 609 Refunds	-			-	22
24	73400 524 In Service/Staff Development	13,300		8,300	ø	23
25	73400 699 Other Charges	11,000		1,000	ø	24
26	73400 722 Regular Instruction Equipment	15,000		7,000	ø	25
27						26
28	73400 TOTAL EXP. FOR EARLY CHILDHOOD EDUCATIO	702,356	66,142	62,112	706,386	27
29						28
30						29
31						30
32						31
33						32
34						33
35						34
36						35
37						36
38						37
39						38
40						39

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	CAPITAL OUTLAY (76000)				1
2	REGULAR CAPITAL OUTLAY (76100)				2
3					3
4	76100 189 Other Salaries and Wages.....	-			4
5	76100 201 Social Security.....	-			5
6	76100 204 Pensions.....	-			6
7	76100 206 Life Insurance.....	-			7
8	76100 207 Medical Insurance.....	-			8
9	76100 208 Dental Insurance.....	-			9
10	76100 210 Unemployment Compensation.....	-			10
11	76100 212 Employer Medicare.....	-			11
12	76100 299 Other Fringe Benefits.....	-			12
13	76100 304 Architects.....	-			13
14	76100 308 Consultants.....	-			14
15	76100 321 Engineering Services.....	-			15
16	76100 331 Legal Services.....	-			16
17	76100 399 Other Contracted Services.....	-			17
18	76100 706 Building Construction.....	-			18
19	76100 707 Building Improvements.....	1,708,915			1,708,915 19
20	76100 711 Furniture and Fixtures.....	-			- 20
21	76100 715 Land.....	1,000,000			1,000,000 21
22	76100 724 Site Development.....	-			- 22
23	76100 799 Other Capital Outlay.....	-			- 23
24					24
25	76100 TOTAL EXP. FOR REG. CAPITAL OUTLAY	2,708,915	-	-	2,708,915 25
26					26
27					27
28	DEBT SERVICE (80000)				28
29	EDUCATION DEBT SERVICE (81300)				29
30					30
31	81300 601 Principal on Bonds.....	-			- 31
32	81300 602 Principal on Notes.....	-			- 32
33	81300 603 Interest on Bonds.....	-			- 33
34	81300 604 Interest on Notes.....	-			- 34
35	81300 610 Principal on Capitalized Leases.....	-			- 35
36	81300 611 Interest on Capitalized Leases.....	-			- 36
37	81300 699 Other Debt Service.....	-			- 37
38					38
39	81300 TOTAL EXP. FOR EDUC. DEBT SERVICE	-	-	-	- 39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	CAPITAL PROJECTS (90000)				1
2	EDUCATION CAPITAL PROJECTS (91300)				2
3					3
4	91300 189 Other Salaries & Wages	-			4
5	91300 201 Social Security	-			5
6	91300 204 Pensions	-			6
7	91300 206 Life Insurance	-			7
8	91300 207 Medical Insurance	-			8
9	91300 208 Dental Insurance	-			9
10	91300 210 Unemployment Compensation	-			10
11	91300 212 Employer Medicare	-			11
12	91300 304 Architects	-			12
13	91300 308 Consultants	-			13
14	91300 321 Engineering Services	-			14
15	91300 325 Fiscal Agent Charges	-			15
16	91300 331 Legal Services	-			16
17	91300 399 Other Contracted Services	-			17
18	91300 701 Administration Equipment	-			18
19	91300 704 Attendance and Health Equipment	-			19
20	91300 706 Building Construction	-			20
21	91300 707 Building Improvements	-			21
22	91300 709 Data Processing Equipment	-			22
23	91300 710 Food Service Equipment	-			23
24	91300 711 Furniture & Fixtures	-			24
25	91300 715 Land	-			25
26	91300 717 Maintenance Equipment	-			26
27	91300 720 Plant Operation Equipment	-			27
28	91300 722 Regular Instruction Equipment	-			28
29	91300 724 Site Development	-			29
30	91300 725 Special Education Equipment	-			30
31	91300 729 Transportation Equipment	-			31
32	91300 730 Vocational Instr Equipment	-			32
33	91300 790 Other Equipment	-			33
34	91300 799 Other Capital Outlay	-			34
35					35
36	91300 TOTAL EXP. FOR EDUC. CAPITAL PROJECTS	-	-	-	36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 141 GENERAL PURPOSE SCHOOL FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increase	Decrease	Amended 2020-21
1	OTHER USES (99000)				1
2	OPERATING TRANSFERS (99100)				2
3					3
4	99100 590 Transfers to Other Funds.....	42,505			42,505 4
5					5
6					6
7					7
8					8
9					9
10					10
11					11
12	99000 TOTAL OTHER USES	<u>42,505</u>			<u>42,505</u> 12
13					13
14					14
15					15
16	GRAND TOTAL EXPENDITURES	<u>72,862,985</u>	<u>1,191,663</u>	<u>604,261</u>	<u>73,450,387</u> 16
17					17
18					18
19					19
20					20
21					21
22					22
23					23
24					24
25					25
26					26
27					27
28					28
29					29
30					30
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 143 CHILD NUTRITION FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.		Budget 2020-21	Increases	Decreases	Amended 2020-21	
1						1
	ESTIMATED REVENUES AND OTHER SOURCES					
2	43000	300,000	-	-	300,000	2
3	44000	3,000	-	-	3,000	3
4	47100	4,900,000	-	-	4,900,000	4
5	49000	-	-	-	-	5
6						6
7	14100	5,203,000	-	-	5,203,000	7
8						8
9	30000	117,826			117,826	9
10						10
11		5,320,826	-	-	5,320,826	11
12						12
13						13
14						14
15						15
16						16
17						17
18						18
19						19
20						20
21						21
22						22
23						23
24						24
25						25
26						26
27	72310	54,000	-	-	54,000	27
28						28
29						29
30	73100	5,650,424	-	-	5,650,424	30
31	99000	22,012	-	-	22,012	31
32						32
33						33
34		5,726,436	-	-	5,726,436	34
35						35
36						36
37						37
38						38
39						39
40						40

**BEDFORD COUNTY DEPARTMENT OF EDUCATION
 143 CHILD NUTRITION FUND
 SCHOOL BUDGET AMENDMENT No. 1**

ACCOUNT NO.	REVENUES	Budget 2020-21	Increases	Decreases	Amended 2020-21
1	43000				1
	Charges for Current Services				
2	43500				2
	Education Charges				
3	43517				3
	Tuition - Other	-			
4	43521				4
	Lunch Payments - Children	-			
5	43522	100,000			5
	Lunch Payments - Adults				
6	43523				6
	Income from Breakfast	-			
7	43524				7
	Special Milk Sales	-			
8	43525	200,000			8
	Ala Carte Sales				
9	43531				9
	Transportation Other State Systems	-			
10	43532				10
	Transportation Out-of-State Systems	-			
11	43541				11
	Contract for Adm. Services With Other LEA's	-			
12	43542				12
	Contract for Inst. Services With Other LEA's	-			
13	43570				13
	Receipts from Individual Schools	-			
14	43581				14
	Community Service Fees - Children (Day Care) ..	-			
15	43582				15
	Community Service Fees - Adults	-			
16	43990				16
	Other Charges for Services	-			
17					17
18	43000	300,000	-	-	18
	Total Charges for Current Services				300,000
19					19
20					20
21					21
22					22
23					23
24					24
25					25
26					26
27					27
28					28
29					29
30					30
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

**BEDFORD COUNTY DEPARTMENT OF EDUCATION
143 CHILD NUTRITION FUND
SCHOOL BUDGET AMENDMENT No. 1**

ACCOUNT NO.	REVENUES	Budget 2020-21	Increases	Decreases	Amended 2020-21	
1	44000					1
						1
2	44100					2
						2
3	44110					3
	Interest Earned.....	3,000			3,000	3
4	44120					4
	Lease/Rentals.....	-			-	4
5	44130					5
	Sale of Materials & Supplies.....	-			-	5
6	44160					6
	Retirees' Insurance Payments.....	-			-	6
7	44170					7
	Miscellaneous Refunds.....	-			-	7
8						8
						8
9	44500					9
	Nonrecurring Items					9
10	44510					10
	Accrued Interest on Debt Issues.....	-			-	10
11	44520					11
	Insurance Recovery.....	-			-	11
12	44530					12
	Sale of Equipment.....	-			-	12
13	44540					13
	Sale of Property.....	-			-	13
14	44560					14
	Damages Recovered from Individuals.....	-			-	14
15	44570					15
	Contributions & Gifts.....	-			-	15
16	44990					16
	Other Local Revenue.....	-			-	16
17						17
						17
18	44000					18
	Total Other Local Revenues	3,000	-	-	3,000	18
19						19
						19
20	47000					20
	Federal Government					20
21	47100					21
	Federal through State					21
22	47111					22
	Section 4 - Lunch.....	3,400,000			3,400,000	22
23	47112					23
	USDA - Commodities.....	-			-	23
24	47113					24
	Breakfast.....	1,500,000			1,500,000	24
25	47114					25
	USDA - Other.....	-			-	25
26	47590					26
	Other Federal Through State.....	-			-	26
27						27
						27
28	47100					28
	Total Federal Through State	4,900,000	-	-	4,900,000	28
29						29
						29
30	47000					30
	TOTAL OPERATING REVENUES	5,203,000	-	-	5,203,000	30
31						31
						31
32	49000					32
	Other Sources					32
33	49800					33
	Operating Transfers.....	-			-	33
34	49810					34
	City General Fund Transfers.....	-			-	34
35	49900					35
	Residual Equity Transfers.....	-			-	35
36						36
						36
37	49000					37
	Total Other Sources	-			-	37
38						38
						38
39	14100					39
	TOTAL REVENUES AND OTHER SOURCES	5,203,000	-	-	5,203,000	39
40						40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 143 CHILD NUTRITION FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increases	Decreases	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	GENERAL ADMINISTRATION (72300)					2
3	BOARD OF EDUCATION (72310)					3
4						4
5	72310 513 Workmen's Compensation Insurance	54,000			54,000	5
6						6
7	72310 TOTAL EXPEND. FOR BOARD OF EDUCATION	54,000			54,000	7
8						8
9	OPERATION OF NON-INSTRUCTIONAL SERV. (73000)					9
10	FOOD SERVICE (73100)					10
11	73100 105 Supervisor/Director	41,148			41,148	11
12	73100 162 Clerical Personnel	36,698			36,698	12
13	73100 165 Cafeteria Personnel	1,525,877			1,525,877	13
14	73100 167 Maintenance Personnel	-			-	14
15	73100 189 Other Salaries & Wages	71,842			71,842	15
16	73100 196 In-Service Training	-			-	16
17	73100 201 Social Security	103,885			103,885	17
18	73100 204 Pensions	77,036			77,036	18
19	73100 206 Life Insurance	2,250			2,250	19
20	73100 207 Medical Insurance	361,492			361,492	20
21	73100 210 Unemployment Compensation	5,000			5,000	21
22	73100 212 Employer Medicare	24,296			24,296	22
23	73100 299 Other Fringe Benefits	2,400			2,400	23
24	73100 306 Bank Charges	-			-	24
25	73100 307 Communication	4,500			4,500	25
26	73100 336 Maintenance & Repair Service Equipment	50,000			50,000	26
27	73100 355 Travel	13,000			13,000	27
28	73100 399 Other Contracted Services	20,000			20,000	28
29	73100 421 Food Preparation Supplies	350,000			350,000	29
30	73100 422 Food Supplies	2,750,000			2,750,000	30
31	73100 435 Office Supplies	20,000			20,000	31
32	73100 451 Uniforms	18,000			18,000	32
33	73100 469 USDA - Commodities	-			-	33
34	73100 499 Other Supplies & Materials	-			-	34
35	73100 524 In-Service/Staff Development	20,000			20,000	35
36	73100 599 Other Charges	3,000			3,000	36
37	73100 710 Food Service Equipment	150,000			150,000	37
38	73100					38
39	TOTAL EXPENDITURES FOR FOOD SERVICE	5,650,424	-	-	5,650,424	39
40						40

**BEDFORD COUNTY DEPARTMENT OF EDUCATION
143 CHILD NUTRITION FUND
SCHOOL BUDGET AMENDMENT No. 1**

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increases	Decreases	Amended 2020-21
1	OTHER USES (99000)				1
2	OPERATING TRANSFERS (99100)				2
3					3
4	99100 590 Transfers to Other Funds.....	22,012			22,012 4
5					5
6					6
7					7
8					8
9					9
10					10
11					11
12	99000 TOTAL OTHER USES	<u>22,012</u>	-	-	<u>22,012</u> 12
13					13
14					14
15					15
16	GRAND TOTAL EXPENDITURES	<u>5,726,436</u>	-	-	<u>5,726,436</u> 16
17					17
18					18
19					19
20					20
21					21
22					22
23					23
24					24
25					25
26					26
27					27
28					28
29					29
30					30
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 146 SCHOOL AGE CARE PROGRAM FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.		Budget 2020-21	Increases	Decreases	Amended 2020-21
1	ESTIMATED REVENUES AND OTHER SOURCES				
2	43000 Charges for Current Services	559,578	-	-	559,578
3	44000 Other Local Revenues	-	-	-	-
4	49000 State Education Funds	-	-	-	-
5					
6	14100 TOTAL ESTIMATED REVENUES & OTHER SOURCES	<u>559,578</u>	-	-	<u>559,578</u>
7					
8					
9			<u>Decreases</u>	<u>Increases</u>	
10					
11	30000 Reserves and/or Fund Balances	363,921			363,921
12					
13	TOTAL AVAILABLE FUNDS	<u>923,499</u>			<u>923,499</u>
14					
15	Net Increase in Revenues and Fund Balances		<u>-</u>		
16					
17					
18	Beginning Balance, 7/1/20	281,373			
19					
20	Adjustments	82,648			
21					
22	Adjusted Balance, 7/1/20	<u>363,921</u>			
23					
24					
25		<u>Budget</u>			<u>Amended</u>
26		<u>2020-21</u>	<u>Increases</u>	<u>Decreases</u>	<u>2020-21</u>
27	EXPENDITURES (APPROPRIATIONS)				
28					
29	Support Services				
30	72310 Board of Education	1,800	-	-	1,800
31					
32	Operation of Non-Instructional Services				
33	73100 Community Services	567,059	-	-	567,059
34	99000 Other Uses (Transfers)	-	-	-	-
35					
36					
37	TOTAL EXPENDITURES	<u>568,859</u>	-	-	<u>568,859</u>
38					
39	Net Increase in Expenditures		<u>-</u>		
40					

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 146 SCHOOL AGE CARE PROGRAM FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increases	Decreases	Amended 2020-21	
1	43000					1
						2
2	43500					3
3	43517	547,578			547,578	4
4	43521	-			-	5
5	43522	-			-	6
6	43523	-			-	7
7	43524	-			-	8
8	43525	-			-	9
9	43531	-			-	10
10	43532	-			-	11
11	43541	-			-	12
12	43542	-			-	13
13	43570	-			-	14
14	43581	12,000			12,000	15
15	43582	-			-	16
16	43990	-			-	17
17						18
18	43000	559,678	-	-	559,678	19
19						20
20						21
21						22
22						23
23						24
24						25
25						26
26						27
27						28
28						29
29						30
30						31
31						32
32						33
33						34
34						35
35						36
36						37
37						38
38						39
39						40
40						

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 146 SCHOOL AGE CARE PROGRAM FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	REVENUES	Budget 2020-21	Increases	Decreases	Amended 2020-21
1 44000	Other Local Revenues				1
2 44100	Recurring Items				2
3 44110	Interest Earned.	-			3
4 44120	Lease/Rentals.	-			4
5 44130	Sale of Materials & Supplies.	-			5
6 44160	Retiree's Insurance Payments.	-			6
7 44170	Miscellaneous Refunds.	-			7
8					8
9 44500	Nonrecurring Items				9
10 44510	Accrued Interest on Debt Issues.	-			10
11 44520	Insurance Recovery.	-			11
12 44530	Sale of Equipment.	-			12
13 44540	Sale of Property.	-			13
14 44560	Damages Recovered from Individuals.	-			14
15 44570	Contributions & Gifts.	-			15
16 44990	Other Local Revenue.	-			16
17					17
18	Total Other Local Revenues	-	-	-	18
19					19
20					20
21 47000	TOTAL OPERATING REVENUES	559,578	-	-	559,578
22					22
23 49000	Other Sources				23
24 49800	Operating Transfers.	-			24
25 49810	City General Fund Transfers.	-			25
26 49900	Residual Equity Transfers.	-			26
27					27
28 49000	Total Other Sources	-	-	-	28
29					29
30 14100	TOTAL REVENUES AND OTHER SOURCES	559,578	-	-	559,578
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 146 SCHOOL AGE CARE PROGRAM FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increases	Decreases	Amended 2020-21	
1	SUPPORT SERVICES - 72000					1
2	GENERAL ADMINISTRATION (72300)					2
3	BOARD OF EDUCATION (72310)					3
4						4
5	72310 513 Workmen's Compensation Insurance	1,800			1,800	5
6						6
7	TOTAL EXPEND. FOR BOARD OF EDUCATION	1,800	-	-	1,800	7
8						8
9	OPERATION OF NON-INSTRUCTIONAL SERV (73000)					9
10	COMMUNITY SERVICES (73300)					10
11						11
12	73300 105 Supervisor/Director	53,243			53,243	12
13	73300 119 Accounts/Bookkeepers	-			-	13
14	73300 162 Clerical Personnel	55,001			55,001	14
15	73300 169 Temporary/Part-time Personnel	290,698			290,698	15
16	73300 189 Other Salaries & Wages	2,529			2,529	16
17	73300 196 In-Service Training	-			-	17
18	73300 201 Social Security	24,891			24,891	18
19	73300 204 Pensions	17,865			17,865	19
20	73300 206 Life Insurance	-			-	20
21	73300 207 Medical Insurance	20,019			20,019	21
22	73300 208 Dental Insurance	-			-	22
23	73300 210 Unemployment Compensation	2,000			2,000	23
24	73300 212 Employer Medicare	6,182			6,182	24
25	73300 299 Other Fringe Benefits	-			-	25
26	73300 307 Communication	2,000			2,000	26
27	73300 336 Maintenance & Repair Services - Equipment	1,500			1,500	27
28	73300 355 Travel	4,410			4,410	28
29	73300 399 Other Contracted Services	300			300	29
30	73300 422 Food Supplies	29,709			29,709	30
31	73300 429 Instructional Supplies & Materials	21,362			21,362	31
32	73300 435 Office Supplies	-			-	32
33	73300 452 Utilities	-			-	33
34	73300 499 Other Supplies & Materials	13,125			13,125	34
35	73300 524 In-Service/Staff Development	3,125			3,125	35
36	73300 599 Other Charges	3,400			3,400	36
37	73300 790 Other Equipment	15,700			15,700	37
38						38
39	73300 TOTAL EXPENDITURES FOR COMMUNITY SERVICES	567,059	-	-	567,059	39
40						40
41	70000 TOTAL OPERATING EXPEND.	568,859	-	-	568,859	41

BEDFORD COUNTY DEPARTMENT OF EDUCATION
 146 SCHOOL AGE CARE PROGRAM FUND
 SCHOOL BUDGET AMENDMENT No. 1

ACCOUNT NO.	EXPENDITURES	Budget 2020-21	Increases	Decreases	Amended 2020-21
1	OTHER USES (99000)				1
2	OPERATING TRANSFERS (99100)				2
3					3
4	99100 590 Transfers to Other Funds.....	-			4
5					5
6					6
7					7
8					8
9					9
10					10
11					11
12	99000 TOTAL OTHER USES	-	-	-	12
13					13
14					14
15					15
16	GRAND TOTAL EXPENDITURES	668,859	-	-	16
17					17
18					18
19					19
20					20
21					21
22					22
23					23
24					24
25					25
26					26
27					27
28					28
29					29
30					30
31					31
32					32
33					33
34					34
35					35
36					36
37					37
38					38
39					39
40					40

Bedford County, Tennessee
Bedford County Schools
Analysis of Property Tax Collections - 40110

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	-	-	-	-	-	-
August	3,652.11	(60.04)	3,712.15	0.04	-	0.04
September	481,040.53	391,735.77	89,304.76	5.55	4.49	1.06
October	-	436,039.86	-	-	-	-
November	-	403,114.20	-	-	-	-
December	-	2,855,127.82	-	-	-	-
January	-	614,710.81	-	-	-	-
February	-	3,665,816.74	-	-	-	-
March	-	312,221.36	-	-	-	-
April	-	55,810.09	-	-	-	-
May	-	121,523.92	-	-	-	-
June	-	76,118.16	-	-	-	-
Total	484,692.64	8,932,158.69	93,016.91			

Bedford County, Tennessee
Bedford County Schools
Analysis of Prior Yr. Property Tax Collections - 40120

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	8,928.46	11,434.49	(2,506.03)	2.98	3.81	(0.83)
August	27,186.14	20,054.65	7,131.49	12.04	10.50	1.54
September	27,199.35	16,307.71	10,891.64	21.10	15.93	5.17
October	-	11,900.28	-	-	-	-
November	-	8,927.35	-	-	-	-
December	-	26,500.02	-	-	-	-
January	-	20,506.10	-	-	-	-
February	-	9,743.70	-	-	-	-
March	-	36,181.50	-	-	-	-
April	-	-	-	-	-	-
May	-	-	-	-	-	-
June	-	-	-	-	-	-
	-	-	-	-	-	-
Total	63,313.95	161,555.80	15,517.10			

Bedford County, Tennessee

Bedford County Schools

Analysis of Circuit Clk/Clerk & Master Collections Prior Yr - 40130

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	(630.20)	-	(630.20)	-	-	-
August	9,138.96	8,224.05	914.91	3.78	3.66	0.12
September	2,543.00	9,011.00	(6,468.00)	4.91	7.66	(2.75)
October	-	3,691.96	-	-	-	-
November	-	7,163.35	-	-	-	-
December	-	6,344.94	-	-	-	-
January	-	7,658.01	-	-	-	-
February	-	12,098.86	-	-	-	-
March	-	10,644.71	-	-	-	-
April	-	14,325.83	-	-	-	-
May	-	9,070.76	-	-	-	-
June	-	33,539.97	-	-	-	-
	-	-	-	-	-	-
Total	11,051.76	121,773.44	(6,183.29)			

Bedford County, Tennessee
Bedford County Schools
Analysis of Sales Tax Collections - 40210

	Actual Collections			Collections as a Percentage of Budget		
	2020-21	2019-20	Difference	2020-21	2019-20	Difference
July	-	-	-	-	-	-
August	293,638.09	233,574.94	60,063.15	10.61	8.61	2.00
September	272,965.13	222,858.77	50,106.36	20.48	16.82	3.66
October	-	228,764.60	-	-	-	-
November	-	232,391.43	-	-	-	-
December	-	225,154.69	-	-	-	-
January	-	218,040.96	-	-	-	-
February	-	287,888.17	-	-	-	-
March	-	204,921.74	-	-	-	-
April	-	224,218.46	-	-	-	-
May	-	256,672.83	-	-	-	-
June	-	575,261.00	-	-	-	-
	-	-	-	-	-	-
Total	566,603.22	2,909,747.59	110,169.51			

Bedford County Board of Education

25.00%

Fund	Account Number	Description	Actual	Budget	Unencumbered	2020-21	
						Percentage Used	
General Purpose School	71100-355	Travel - Instruction	-	15,040	15,040	0.00%	
General Purpose School	71100-524	In-Service Staff Development	-	33,000	33,000	0.00%	
General Purpose School	72110-355	Travel - Attendance	-	450	450	0.00%	
General Purpose School	72120-355	Travel - Health Services	474	11,300	10,826	4.19%	
General Purpose School	72120-524	In-Service Staff Development	100	15,275	15,175	0.65%	
Federal Projects	72130-355	Travel - Other Student Suppor	16	31,552	31,536	0.05%	
Federal Projects	72130-524	In-Service Staff Development	-	10,001	10,001	0.00%	
General Purpose School	72210-355	Travel - Instr. Supervisors	289	8,500	8,211	3.40%	
Federal Projects	72210-355	Travel - Instr. Supervisors	-	4,500	4,500	0.00%	
General Purpose School	72210-524	In-Service Staff Development	4,850	3,000	(1,850)	161.67%	
Federal Projects	72210-524	In-Service Staff Development	51,856	223,108	171,252	23.24%	
General Purpose School	72220-355	Travel - Sp. Ed Supervisors	911	7,000	6,089	13.01%	
Federal Projects	72220-355	Travel - Sp. Ed. Supervisors	(37)	5,000	5,037	-0.74%	
General Purpose School	72220-524	In-Service Staff Development	715	4,000	3,285	17.88%	
Federal Projects	72220-524	In-Service Staff Development	8,499	18,996	10,497	44.74%	
General Purpose School	72230-355	Travel - Voc. Ed. Supervisor	-	2,000	2,000	0.00%	
Federal Projects	72230-355	Travel - Voc. Ed. Supervisors	-	-	-	0.00%	
Federal Projects	72230-524	In-Service Staff Development	100	9,000	8,900	1.11%	
General Purpose School	72250-355	Travel - Tech Supervisor	964	10,000	9,036	9.64%	
General Purpose School	72250-524	In-Service - Tech Supervisor	90	19,000	18,910	0.47%	
General Purpose School	72310-355	Travel - Bd. of Education	9,500	18,000	8,500	52.78%	
General Purpose School	72310-524	In-Service Staff Development	7,125	10,060	2,935	70.83%	
General Purpose School	72320-355	Travel - Superintendent	85	8,000	7,915	1.06%	
General Purpose School	72410-524	In-Service Staff Development	-	-	-	0.00%	
General Purpose School	72520-355	Travel - Human Services	-	2,500	2,500	0.00%	
General Purpose School	72620-355	Travel - Maintenance	-	1,700	1,700	0.00%	
General Purpose School	72710-355	Travel - Transportation	-	3,000	3,000	0.00%	
General Purpose School	72710-412	Diesel	90,000	595,000	505,000	15.13%	
Child Nutrition	73100-355	Travel	-	13,000	13,000	0.00%	
Child Nutrition	73100-524	In-Service Staff Development	2,914	20,000	17,086	14.57%	
General Purpose School	73300-355	Travel - Community Services	-	-	-	0.00%	
General Purpose School	73300-524	In-Service Staff Development	-	1,000	1,000	0.00%	
SACP	73300-355	Travel	123	4,410	4,287	2.78%	
SACP	73300-524	In-Service Staff Development	315	3,125	2,810	10.08%	
General Purpose School	73400-355	Travel - Early Childhood Educa	-	200	200	0.00%	

General Purpose School	73400-524	In-Service Staff Development	125	13,300	13,175	0.94%
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Bedford County Board of Education

25.00%

Fund	Account Number	Description	Actual	Budget	Unencumbered	2020-21 Percentage Used
General Purpose School	72610-415	Electricity	453,023	2,692,335	2,239,312	16.83%
General Purpose School	72610-434	Natural Gas	3,121	440,603	437,482	0.71%
General Purpose School	72620-412	Diesel	3,000	12,500	9,500	24.00%
General Purpose School	72710-412	Diesel	90,000	595,000	505,000	15.13%
General Purpose School	72620-425	Gasoline	10,000	29,600	19,600	33.78%
General Purpose School	72710-425	Gasoline	5,000	40,000	35,000	12.50%
Child Nutrition	73100-421	Food Preparation Supplies	216,751	350,000	133,249	61.93%
Child Nutrition	73100-422	Food Supplies	1,150,874	2,750,000	1,599,126	41.85%
SACP	73300-422	Food Supplies	9,000	29,709	20,709	30.29%
General Purpose School	72310-331	Legal Services	22,370	50,000	27,630	44.74%

Bedford County Board of Education
October 2020

FOR YOUR INFORMATION

Department of Education Personnel Matters

Certified Staff

Resignation:

Dochety	John	SCHS Vocational	Business Technology
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Termination:

Retirement:

Embry	Don	Central Office	Superintendent
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Leave of Absence:

McGowan	Shelley	Liberty	Teacher
Mohon	Elizabeth	Liberty	Teacher
Walker	Austin	Eastside	Teacher

Interim:

Lamb	Lorraine	Learning Way	Interim Sp. Ed. Teacher
Davis	Terry	Southside	Interim 5th Grade ELA
Burk	Michelle Renee	Harris Middle	8th Math Part-time
Hornaday	Angie	Eastside	Interim Teacher

In-System Transfers:

New Employees:

Scott	Nicole	BCLA	7th-12th ELA
Streetman	Kasara	Community Middle	7th ELA
Lund	Tracy	Harris Middle	6th Science

Bedford County Board of Education
October 2020

FOR YOUR INFORMATION

Department of Education Personnel Matters

Classified Staff

Resignation

Johnson	Johnathan	Transportation	Bus Driver
Lamb	Daniel	Community High	Custodian
Blessing	Tiffany	SACP	Program Assistant
Williams	Magen	SACP	Program Assistant
Rhodes	Jessica	SACP	Program Assistant
Harrell	Glenda	Harris Middle	Custodian
Ramirez Rodriguez	Mary Jose	Learning Way	Sp. Ed. Assistant
Fritz	Misty	System Wide	School Nurse
Vasquez	Cynthia	Cascade High	Sp. Ed. Assistant

LOA:

Cox	Lesa	SCHS	Child Nutrition
Tomerlin	Steve	Transportation	Bus Assistant
Smith	Hilda	Liberty	Assistant
Walls	Florence	SCHS Vocational	Custodian
Jackson	Debra	Transportation	Bus Driver
Walls	Florence	SCHS Vocational	Custodian
Needham	Brianna	Community Elem/Middle	Child Nutrition

Termination:

Warren	William	Plant Operations	Maintenance
Lovvorn	Nikki	Learning Way	Sp. Ed. Assistant
Carpenter	Penny	Harris Middle	Custodian

Deceased:

Smith	Hilda	Liberty	Teacher Assistant
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In-System Transfers:

Lewis	Betty	Harris Middle	Custodian
Phelps	Barbara	Cascade Elementary	Child Nutrition

Bedford County Board of Education
October 2020

FOR YOUR INFORMATION

Department of Education Personnel Matters

Classified Staff

New Employees:

Brown	Dawn	Transportation	Sub Bus Driver
Lawrence	Krista	Learning Way	Assistant
McMillan	Michael	Central Office	Computer Technician
Powers	Robbie	Harris Middle	Custodian
De La Cruz	Marcelina	Cascade Elem.	Sp. Ed. Assistant
Shearon	Mary Katherine	SACP	Program Assistant
Wilson	Charles Eric	Transportation	Sub Bus Driver
Shearon	Sarah	SACP	Teen Helper
Medley	Teresa	Liberty	Assistant
Brown	Amanda	SCHS	Custodian
Johnson	Shauntrelle	Eastside	Custodian
Holtz	Sydney	SACP	Program Assistant
Carpenter	Penny	Harris Middle	Custodian
Cooper	Catrina	Community Elem.	Child Nutrition
Johnson	Donna	Southside	Custodian 4 hours
Wheeler	Vickie	Liberty	Custodian 4 hours
Jordan	Kaylee	Transportation	Sub Sp.Ed. Bus Assistant